

BINAH CADET PROGRAM

INFORMATION GUIDE

Kickstart your career in construction as a Binah Cadet.

Building the leaders of the future.



CADET PROGRAM

Applications open 14 October 2026 and close 14 November 2026

We acknowledge the Traditional Custodians of the lands on which we work. We pay respect to Elders past and present, and recognise the continuation of cultural, spiritual and educational practices of First Nations peoples throughout Australia.

Welcome to the Binah Cadet Program.

BINAH **CADET PROGRAM**

A structured program that combines university study with practical experience across core business units — helping you understand construction from concept to occupation.



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THE BINAH CADET PROGRAM



Understand construction from concept to occupation.

The Binah Cadet Program is a structured program based on rotations through core business units, designed to give you a holistic understanding of the construction process.



Cadets will rotate twice a year.
Aligned with university semesters.



A minimum of two years is ideal.
Duration can be tailored to your degree.



Six approved degree areas. A varied range of university backgrounds are welcomed.



See How It All Connects

Moving through each business unit enables Binah Cadets to gain a comprehensive understanding of how our teams collaborate to deliver a successful outcome for our clients. This framework exposes cadets to all foundations of construction to assist in identifying the career path that is the best fit for them.



Shape Your Own Development

It is your responsibility to work with your line manager to ensure you have access to all the activities you need to meet the required competencies.

By working through varied rotations across the business, you will leave the program with the best understanding of the intricacies of the construction process.

UNIVERSITY AND WORK



Balancing University and Work

The Binah Cadet Program is designed to work in conjunction with your university studies, and we can tailor your cadet experience to suit the duration of your university degree.

Ideally, you will join the program for a minimum of two years, but we will work with you to ensure that, no matter the duration, we can achieve our best together.



Study Comes First

The program is centred on your tertiary timetable, allowing you to attend classes and study while gaining real-world experience with Binah Group on the balance of the days during the week.



Flexible Working Arrangements

We will work with you to establish your working days at the beginning of each university semester to ensure you have a balance of work and university right for both you and Binah.



Paid, Part-Time Employment

Cadets are engaged with a salary, but this is pro-rated on an hourly basis to ensure that their university study comes first.



Examination / Study Leave

Your university exams are an important part of your Cadet Program, and we understand that this can be a stressful time. During your exam period, we will release you from your duties as needed to ensure you have adequate time to prepare and attend your exams.

As a Cadet, you are entitled to 5 days per annum of study leave, and you can access additional annual leave (both paid and unpaid) as needed.

Approved courses of study

Currently accepted bachelor's degrees include:



Construction Management



Design Management



Civil Engineering



Project Management



Architecture



Quantity Surveying



It is essential that **your studies come first**. Your place in the Cadet Program is dependent on the successful completion of all university requirements.

Kickstart your career in construction as a Binah Cadet.

Find the direction that fits you.

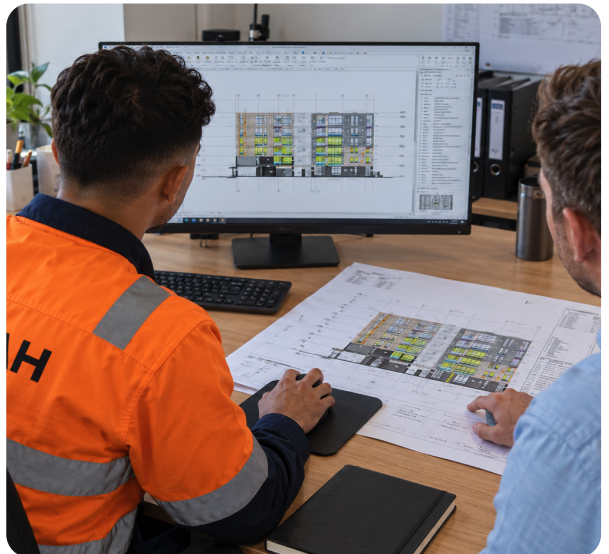
Each rotation will lend a different perspective to future roles within the construction industry.



Discuss your direction

We encourage you to discuss your potential career path with each of your line managers and with the cadetship leader and mentor before each rotation.

This will ensure that the rotations you choose are meaningful and add value to your career progression.



Review your progress

After completing your undergraduate degree and rotations, take part in a performance review with the line supervisors for each module.

Previous reviews inform the assessment of your performance and achievements.



Following the satisfactory completion of this performance review, a cadet may be offered full-time employment as part of the Binah team.

ROTATION PROGRAM

The Binah Cadet Rotations are designed to ensure you understand the requirements of each role within the business.



AT THE START

At the start of your rotation, identify which competencies you will be able to meet as part of your current rotation. **Not every competency will be met in every rotation.**



DURING YOUR ROTATIONS

It is your responsibility to seek rotations that allow you to cover each of the identified competencies. **Work with your line manager to access the activities you need.**



PERFORMANCE REVIEW

At the end of your rotation, complete the competency review with your line manager, and reflect on your time in the role.



DISCUSS YOUR CAREER

This is the perfect time to have a career discussion and determine if this is a career path that interests you.



The full Competency Matrix can be found on the Binah Hub or by contacting our People and Culture team.

BINAH CADET PROGRAM STRUCTURE

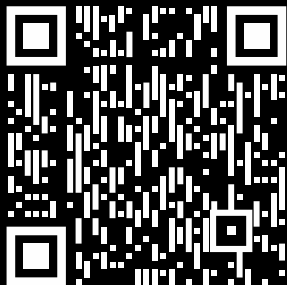
From university study to your next career step.

Study, practical experience and reviews work together to build your understanding and guide your progression.



BINAH CADET PROGRAM

Scan to open the application form



Applications Open

14 October 2026



Applications Close

14 November 2026

CLICK HERE TO

APPLY NOW 



binah.com.au/cadet-program

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