

MIRVAC TRAINEESHIP PROGRAM

2022





LETTER TO THE READER

Mirvac has over 49 years of experience in creating and managing some of the highest quality developments across Australia.

Mirvac is uniquely positioned in Australia as a world class creator and long term owner of assets, and our success is driven by our entrepreneurial and open culture. Mirvac's corporate strategy is built on three key foundations; being integrated, diversified and focused.

Mirvac is focused on maximising the benefits of its integrated model and leveraging the resulting competitive advantage in each of the sectors we operate in – residential, retail, build to rent and office/ industrial. By maintaining a core capability across these four sectors, Mirvac is able to deliver an appropriate balance of passive and active assets and can also unlock complex urban

multi-use opportunities.

Mirvac's Trainees are given the opportunity to gain valuable industry experience by working alongside leaders in the industry. Mirvac encourages the growth of its employees through supporting further education, mentoring of staff, and promoting a healthy work life balance.

Traineeship programs have been incredibly successful at Mirvac with many of our past Trainees progressing into successful careers as managers and directors within the organisation. I invite you to take the next step in your career by applying for the Mirvac Traineeship Program.

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THE TRAINEESHIP PROGRAM

Mirvac's traineeship program offers a unique opportunity to gain experience across the key areas of development; apartments, masterplanned communities, commercial and build to rent. The twelve month program allows trainees to have exposure in each team, providing a unique insight into each development sector and the opportunity to develop relationships across the business. Trainees will be exposed to mirvac's integrated design, development and construction model across a range of diverse projects.

THE PROGRAM INCLUDES:

- › Participate in a comprehensive Trainee program to supplement daily in-business work experience
- › Work as an integral part of a project team gaining multi disciplinary experience and gain a first hand insight into the workings of the Mirvac integrated model
- › Visit Mirvac assets at various stages of construction and completion
- › Attend regular social events providing valuable networking, support and friendship throughout the program
- › Meet and network with the Executive Leadership Team and senior management in group events
- › Work on some of Melbourne's top tier development projects with industry professionals



WHY MIRVAC?

With a history of over 49 years, Mirvac has deep knowledge and experience in the local market, underpinned by our 1,367 employees across the Eastern Seaboard & Western Australia, and our \$23bn of assets under management, diversified across office, retail, industrial and build-to-rent sectors.

At Mirvac our vision is to be a globally recognised leader in property investment and development. To achieve this vision we understand that we need to set the standard as a world-class property group by attracting the best.

INTEGRATED MODEL

By having an in house construction, development, design, finance and sales and marketing teams, it allows Mirvac to create, own and manage all aspects of our projects which is unrivalled within the property industry.

WORK LIFE BALANCE

Mirvac actively encourages the benefits of a healthy work-life balance as it encourages lateral thinking, increases productivity and strengthens wellbeing.

As a company Mirvac also encourages flexible working arrangements to allow employees to meet other demands, such as education and family responsibilities.

OPPORTUNITY TO GROW

Starting off as a Trainee allows for the individual to benefit from exposure to the industry but also for the business to nurture and create best employees that fit well into the business. Mirvac's staff are passionate and encourage the ongoing development of our interns as they progress through their careers.

THE MIRVAC WAY

The Mirvac company strategy has been taken on as not only a formal document but also as a living breathing part of our business at the core of everything that we do.

Mirvac's key values are: We put people first; We are passionate about quality and legacy; We collaborate; We are curious and bold; How we work matters; We are genuine and do the right thing; and these values are inherent throughout all aspects of the business.

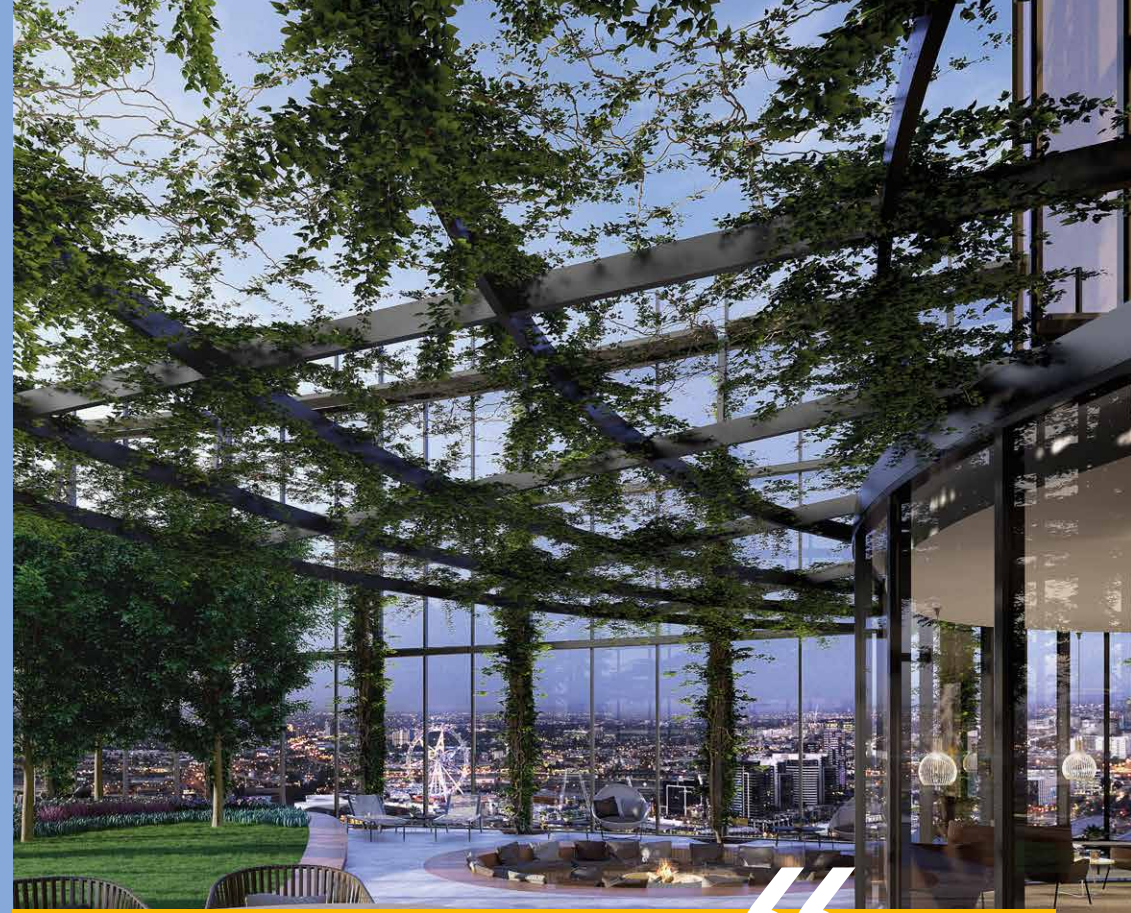




RESIDENTIAL DEVELOPMENT

Residential development includes both our apartments team and masterplanned communities (mpc) team. Mirvac operates nationally securing world class and envied residential projects.

- Residential Development aims to create a great product for our customers, with a proven track record of delivering innovative and quality products that exceed customers' expectations.
- Roles within Residential Development include undertaking:
- › Business acquisition
 - › Feasibility analysis
 - › Involvement in the Planning and Authorities approval process
 - › Assist in the management of design briefs
 - › Management and engagement of project consultants
 - › Overseeing construction programs and budgets
 - › Competitor and Market analysis



STUART PENKLIS
HEAD OF RESIDENTIAL

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 Mirvac is a diversified property group with an aim to acquire world class sites across Australia capitalising on the unique capability of our integrated model. Our Residential Development team has a strong reputation for delivering high quality innovative products across apartments and master planned communities. Mirvac strives to drive value for our customers and business partners through consistently delivering what the market wants. Our Traineeship program has a proven track record of acquiring some of the best Trainees and we have a strong focus on career development and instil them to strive for excellence and take ownership of their work.
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MASTER PLANNED COMMUNITIES

The Masterplanned Community business focuses on creating low and medium density housing within the middle and outer rings of Melbourne, as well as infill metropolitan areas, in particular focusing on development within the growth centres. The MPC team prides itself on delivering a high quality housing product and creating great places for life.

As a trainee working within the MPC business you will be exposed to all aspects of the residential development lifecycle.

- › Acquisitions
- › Feasibility analysis
- › Planning
- › Project positioning
- › Urban design
- › Landscape design
- › Construction
- › Sales
- › Marketing



I started my career with Mirvac on the Traineeship program after studying a bachelor of Business (Property) at RMIT. Over the past 20 years I have been fortunate to work on some of Melbourne's most iconic residential projects including The Melburnian, Yarra's Edge and Waverley Park. Mirvac is committed to developing and rewarding its staff and ensuring a diverse and collaborative culture. Day-to-day I enjoy working with a broad range of talented people within the organisation and being involved with some of the most exciting projects being undertaken within the industry.



ELYSA ANDERSON
GENERAL MANAGER,
RESIDENTIAL DEVELOPMENT VIC

APARTMENTS

The apartments business within Victoria, focuses on providing a high-calibre product for our customers within the Melbourne inner and middle ring.

Our Apartments team strive to create exceptional living environments in the best locations. Across the Traineeship Program Trainees will gain exposure to a range of live apartment projects, allowing them to further diversify and expand their roles. Some of our most recent projects include The Eastbourne, Voyager, Apartments of Tullamore and the waterside Wharfside Residences at Yarra's Edge.



MARK TROVATO
PROJECT DIRECTOR
VIC APARTMENTS

Mark is a Project Director in the apartment division at Mirvac with a wealth of experience in premium, mixed use developments with significant stakeholder and joint venture management expertise. Having commenced work at Mirvac in 2008, Mark started as a trainee in the student recruitment programme whilst completing his undergraduate degrees in Property & Construction and Commerce at Melbourne University. Mark has played significant roles in Mirvac developments over the past decade, including overseeing the high density precincts at Yarra's Edge and Tullamore including delivery of over 800 apartments, a Marina berth development, commercial and retail developments and delivery of Mirvac's exclusive The Eastbourne, a \$500m prestige apartment project in East Melbourne. The integrated delivery model at Mirvac together with broad experience has provided Mark with a well-rounded and thorough understanding of the full development life cycle.



KATE HILBERT
PROJECT DIRECTOR
EMERGING DELIVERY TECHNOLOGIES

I commenced my career in property development over 12 years ago with Mirvac as part of the graduate program and have progressed to the position of Project Director within the Emerging Delivery Technologies team. During that time, I have been involved in numerous multi-stage developments, including River Homes, Laureate and Wharf's Entrance at Yarra's Edge. I completed my Bachelor of Planning and Design at the University of Melbourne and completed my Master of Property while working at Mirvac. I am a sponsor of the 100 Women in Property initiative, mentoring young professionals in our industry, and previously on the Property Council of Australia's Future Trends and Innovations Committee, helping to influence the industry and foresee future growth opportunities and challenges that we may face.





COMMERCIAL DEVELOPMENT

As a trainee working in the commercial division you will be exposed to all aspects of the development lifecycle.

- › Tenant Leasing Negotiations
- › Design Management
- › Project Management
- › Project Feasibility
- › Site Acquisition
- › Involvement in the Planning and Authorities approval process

Previous Trainee Development Managers have had exposure to many forefront Australian commercial developments including Olderfleet (new Headquarters for Deloitte), 699 Bourke Street (new Headquarters for AGL), 664 Collins Street (new Headquarters Pitcher Partners) and 2 Riverside Quay (new Headquarters for PwC).

We are seeking people who are passionate about creating leading workplaces, delivering innovative and quality products and setting the benchmark in the industry.



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I have worked at Mirvac for over 18 years and have held a variety of roles within the business prior to my current Group General Manager, Commercial & Mixed-Use Development position. These roles have spanned Development Management through to Development Director positions across a broad range of residential, industrial and commercial development projects. I am passionate about the overall property development process, having started my career in construction and project management before joining Mirvac. Mirvac holds a unique position in the market as being a truly integrated property company. By pulling together and coordinating our internal capabilities across ownership, management, development, design, leasing and construction, we can achieve end to end commercial development outcomes like few others. For over 40 years our Mirvac business has been built on a reputation of quality, trust and innovation and it is these values that will underpin our future successes.

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SIMON HEALY
GROUP GENERAL MANAGER,
COMMERCIAL & MIXED-USE DEVELOPMENT



BUILD TO RENT

Built for renters No owners.

During your placement with LIV (Mirvac's Build to Rent platform) you will be exposed to all phases of the development lifecycle, including:

- › Build-to-Rent brief
- › Project feasibility
- › Planning and authority approval process
- › Competitor and market analysis
- › Concept design and design development
- › Retail strategy
- › Co-working strategy
- › Construction phase activities

Renting in Australia is the original subscription service. Although, instead of getting value and convenience, renters are often restricted, mistreated and then evicted. We think renters deserve better.

But we want renters to stay — for a long time and a good time.

We're LIV, part of Mirvac. But we do things differently. Our apartments are designed and built to be rented out, forever. It's simple but radical. (Well, it's radical for Australian property groups... We think it's just humane.) We offer the security

of ownership with the flexibility of renting. Along the way, we build the kind of communities that people crave.

We're looking for good humans who want to do work that makes a difference. The LIV Build to Rent team is interested in the way we live, not just the buildings we live in. Ideally, you want to change the way housing works and you're not afraid of chipping in to help us get there.



THE TRAINEESHIP PROGRAM



SAMI HASSOUN & SOPHIE JOUBERT 2020 TRAINEE DEVELOPMENT MANAGERS

Sophie Joubert, Sami Hassoun and Danielle Joffe (not pictured) were selected as part of the 2020 Traineeship program, all having recently completed or in their final year of property related University degrees. The trainees entered into a rotation which circulated through three development divisions; Masterplanned Communities, Apartments and Commercial. This offered each trainee the unique opportunity to work across a diverse range of projects and exposed them to the distinctions involved in each division of the Mirvac development business.

Throughout the twelve month period, the trainees were involved in significant projects within the Victorian portfolio, including; Tullamore Phoenix & Folia - luxury residential apartments in Doncaster, Olderfleet - an iconic commercial development at 477 Collins Street, and The Fabric - an innovative residential community in Altona North with a focus on delivering future ready sustainable town homes. Mirvac's Trainee Program imparts practical experience to the fundamental development principles taught at University, which provides a well-rounded foundation and competitive edge in realising a successful career in the development industry.

**Applications for the 2022
Traineeship will open
2nd March and will be
closed on 25th April 2021.**

If you are in your final or penultimate year of study or recently graduated and interested in applying for a position within the Mirvac Traineeship program please apply by visiting: www.mirvac.com/Traineeship