

Construction Cadetship Program

Be part of our success story in 2026



Our Origin Story



Built on Design Understanding

Darren Mills and Mark Campbell founded Cadence & Co in 2013 with a clear vision: to bridge the gap between design ambition and construction reality. Recognising that most builders approach projects from a purely construction perspective, they set out to create a different kind of building partner—one that truly understands design intent. Darren and Mark came from different paths but are united by common values that continue to define our culture today.

Together, they established Cadence & Co on the principle that construction should enhance, rather than compromise design. This philosophy has guided our growth into one of Sydney's most trusted construction teams delivering complex, high-end residential projects.



Darren Mills, Director

Darren brings three decades of custom residential construction experience, and more importantly, a deep appreciation for the collaborative relationship between architect and builder. His approach centres on early engagement with design teams, understanding that the best outcomes emerge when construction expertise shapes design development rather than simply executing it.



Mark Campbell, Director

Mark's background with tier-one companies like Multiplex and Abi Group provides him with large-scale project management expertise, but his passion lies in the intricate detail in bespoke residential work. His focus on quality and precision comes from recognising that in high-end residential projects, every detail matters—not just to the client, but to the integrity of the architect's vision.

Who We Are

Cadence & Co is one of Sydney's leading architecture and building companies, specialising in high-end residential properties and estates.

We offer a unique fully integrated design and construction service from concept to completion, with exclusive access to:

- Cadence & Co's acclaimed architectural and interior design studio - home to one of the largest specialist residential architecture and design teams in Sydney.
- Dedicated in-house construction teams.
- Established network of expert collaborators, including leading Australian landscape architects and designers, and in-demand specialist trade and craft persons.

By offering all disciplines within one collaborative environment, we ensure our clients benefit from a unified team approach, streamlined processes, clear communications, and cost efficiencies.



Our Unique Approach

When founders Darren Mills and Mark Campbell started Cadence & Co in 2013, their vision was to offer a new service standard, previously unseen in the residential construction industry, by bringing the highest quality architectural design to a proven Design and Construct model.

More than a decade on, the company now employs one of the largest specialist residential architecture and design teams in Sydney; together under one roof with our in-house residential construction experts, in Cadence & Co's uniquely collaborative environment.

We believe that our fully integrated approach - with all disciplines thoroughly considered throughout each stage of the process, provides a more seamless way to design and build a home, enabling us to focus on our client's vision, budget, and expectations.

We approach construction as a collaborative discipline; one that supports and elevates design intent through deep expertise, clear communication, and craftsmanship. We're not the builder who suggests "there's an easier way" or asks our clients to compromise their vision for budget or buildability.

Instead, we work as an extension of the design team, bringing construction insight that enhances rather than limits architectural ambition.

With a proven track record delivering complex, bespoke homes across heritage overlays, coastal zones, and challenging topography, we understand that every detail matters—not just to your client, but to the integrity of your design. Our value lies in early engagement and integrated collaboration, offering buildability solutions that achieve great outcomes without compromise.



Our Team

Cadence & Co employs over 140 people across Sydney and the Southern Highlands, including Architectural and Interior Designers, a Project Management and Estimating Team, Construction and Site Managers, Carpenters, a Property and Maintenance Team and invaluable operations and support staff.

Our team is led by Directors, Darren Mills and Mark Campbell, who are closely involved in the establishment and ongoing management of all projects.

At any one time, our projects range in value from \$50,000 to \$50m+, all carried out by our in-house and well-established team.



Pre-Construction & Project Management



Pre-Construction and Project Management

Expanding our Pre-Construction and Project Management function has been a focus of the business over the last few years. This team is now led by two senior leaders, who are specialists in the field of Project Management, Contracts Administration and Estimating. They lead a team of 20, across various roles within this function.

This is a fast paced and exciting area to be, with many opportunities for growth and development.

This is the team that will nurture our Cadets in our Construction Cadetship Program, with the support of other key people from around the business.



Estimating

Our in-house Estimating Team brings extensive construction knowledge and current market insight to deliver accurate, stage-appropriate cost planning – from initial concept to complete documentation. We specialise in high-end residential construction, with expertise in heritage projects, difficult access sites, complex structural solutions, and bespoke detailing – elements often underestimated or overlooked.

Through collaborative design reviews and iterative costing, we support architects and designers to test ideas, refine scope, and maintain alignment between design intent, budget, and buildability.

We assess cost-effective construction options and provide value engineering solutions that preserve design integrity while improving cost efficiency.

Our extensive internal cost database – developed over years of high-end residential projects – provides us with reliable pricing benchmarks and market-specific insights, supporting confident decision-making at every stage. Early engagement with our team consistently delivers better outcomes: reduced project risk, improved budget certainty, and greater design realisation.

Our estimating services are most effective when engaged early through an Early Contractor Involvement (ECI) model. This allows us to provide real-time cost feedback throughout the design process, helping to avoid costly redesigns and enabling the design team to make informed decisions while flexibility still exists.



Project Management

Our project management services are structured to deliver design-led outcomes with precision, professionalism, and a focus on an exceptional client journey. Led by industry-recognised Project Managers and Contracts Administrators, our team brings deep expertise, innovative thinking, and a solutions-focused mindset to every build – overseeing programming, procurement, site coordination, and contract compliance to ensure projects stay on track, on budget, and true to the design vision.

Our refined tender process delivers accurate, transparent pricing from the outset, streamlining decision-making and reducing variations, while our established relationships with premium suppliers and artisan craftspeople enable us to source the finest materials – from imported stone and custom millwork to specialised hardware and architectural lighting – on time and to exact specification.

We manage risk, cost, and communication proactively, giving clients, architects, and designers complete confidence that their vision will be delivered with consistency, care, and uncompromising quality.



Our Cadetship Program

Our Cadetship Program

As a business, we take great pride in nurturing our team members and supporting the next generation of leaders. We are very excited to be launching our Cadetship Program in January 2026, to give university and TAFE students the opportunity to gain hands-on experience across four key areas of construction:

- Project Management
- Contracts Administration
- Estimating & Pre-Construction
- Site Management

The main focus of our program is to nurture future Project Managers, Contracts Administrators and Estimators, who have a wholistic view of residential construction, including how things operate in an on-site environment. The Site Management aspect of the program is aimed at providing insight into this area of construction.

This 11-month program will be facilitated by experts in their respective fields, with content that is real, practical and aims to give our Cadets a true experience of working on a Cadence & Co project.

Cadets will be on a Fixed-Term Employment Contract for the 11-month period. This would move to a standard Permanent Employment Contract if an ongoing position is offered at the completion of the Cadetship program.





Our Unique Cadetship Experience

As a high-end residential builder, our Cadetship Program offers a unique opportunity not typically found in this area of construction. We are proud to provide hands-on experience and mentorship for students eager to break into the luxury homebuilding space—focusing on bespoke, architecturally designed residences rather than large-scale commercial developments.

If you're seeking a long-term career with an established company in the luxury residential sector, this is your chance to stand out.

Number of placements

We anticipate 2-4 Cadet placements will be offered for the 2026 cohort.

While this program is new to us in 2026, as a company, Cadence & Co has a proven history in supporting the growth and opportunity of our team members, and we are ready to take our development to the next level.

By investing in our people, we are building a strong legacy for us as a business and for the individual careers of our people.



Availability

Prospective Cadets should be entering their final year of study in early 2026, and available to work at Cadence & Co 3-4 days per week (depending on their university/TAFE timetables) and then full time during the university/TAFE holidays.

Cadets will be given opportunity to take leave for study or exams as needed.

Depending on the placement area, working hours may vary from 9am-5pm or 7am-3pm based on project requirements. The Cadets should be flexible to accommodate the area of the company they are placed in.

This paid Cadetship will be based on an hourly rate, giving the flexibility to meet the changing requirements of the Cadet and their studies.

Please note this program is not suitable for international students. We are looking for Cadets who are wanting a long-term career with Cadence & Co, and we cannot offer sponsorship. Therefore, it is only suitable for Australian Citizens or Permanent Residents.

Location and Travel Requirements

The program will be facilitated from our studio in Terrey Hills, as well as on-site around the Northern Beaches and North Shore area of Sydney.

Cadets are expected to be flexible and willing to travel to a variety of project sites, as well as our main studio. In order to travel to these various locations, Cadets are required to hold a current driver's license and drive their own vehicle.





Support & Evaluation

To ensure each Cadet feels supported during their time with us, a Buddy will be allocated to each Cadet. This will not necessarily be someone involved in their training, but someone they can go to for daily questions/support as needed.

Cadets can check in with their Buddy anytime they need, and structured catch ups are also encouraged to support this relationship.

Our leaders who are part of the Cadetship Project Team can also be approached at any time for support.

There will also be a number of formal and informal evaluations at various times throughout the program, to ensure the success of the individuals and the program overall. This will also include performance reviews following the end of each Stream, as well as discussions with the People & Culture Team regarding the areas they are interested in exploring further.

Post Program Employment

Following completion of the program, the intention is to offer permanent employment positions to the Cadets who have proven themselves to be high performers, and who are suitable in both their technical capabilities and their personal attributes.

Ongoing opportunities are offered based on suitability and project requirements. Permanent placements are not guaranteed.

Program Timeline

In summary, the overall Cadetship Program timeline is as follows:

- Applications close 30 September 2025
- Shortlisting and interviews - October 2025
- Offers - November-December 2025
- Start Date - January 2026
- Completion - December 2026



Selection Process

To ensure selection of the best candidates, applicants will go through a thorough selection process, which will include:

Application form

Including submission of relevant supporting material

2-minute video submission

As part of your application, we ask that you record a short 2-minute video telling us why you're interested in joining Cadence & Co.

This isn't a big deal – it's simply a chance for us to get a feel for who you are beyond your Application Form. And to help us understand your enthusiasm and fit for the program. Feel free to be yourself – we're not looking for perfection, just personality.

Meet & Mingle at Cadence

Shortlist candidates will be invited to attend an informal event at the Cadence & Co studio, to mingle with some of our Cadence & Co team members. The purpose of this session is for us to get to know you, and for you to get to know us, in a relaxed and open setting. You will have the opportunity to chat to and ask questions of some of our senior leaders, as well as other up and coming Cadence & Co team members.

Formal interviews

Each candidate would also be invited to a formal interview with nominated senior leaders. This may be followed by second round interviews if required.

How to Apply

Please click on the link available in the job ad or below.

[To apply for the 2026 Cadetship Program please click here!](#)





Cadetship Curriculum



Cadetship Curriculum

As part of the Cadetship Program, you will rotate through various areas of the business to give you an all-round view of construction at Cadence & Co.

Please note: The below topics and timings are an estimate and may change in line with team/project requirements.

Induction, Onboarding and Safety (1 week)

- Company overview and key projects presentations
- Overview of Estimating, Contracts Administration and Project Management at Cadence & Co
- Meet department teams and Cadet mentors
- Site tours and safety inductions with Safety Manager

Intro to Site Management (1 week)

All Cadets will do an initial 1-week Site Management placement to provide exposure to the on-site environment. They could touch on any of the below topics during this time:

- Understand safety protocols, daily routines and documentation on site
- Learn how subcontractors are managed day-to-day and how to communicate effectively with trades
- Understand how site logistics are planned and monitored against project timelines
- Learn about quality control, defects management and professional conduct on-site
- Maintain and update site signage / noticeboards
- Assist with materials check-in and site deliveries
- Help with compiling site photos and reports
- Support in preparing for inspections (certifier or client)

Stream A - Contracts Admin (12 weeks):

- Systems training: BuilderTrend, MS Projects, Blue Beam, Excel etc.
- Understanding contract types
- Tendering and procurement - issuing RFI's and evaluating quotes
- Subcontractor onboarding - compliance, insurances, and scopes
- Purchase orders and variations - issuing, tracking and approvals
- Progress claims and invoicing - validating and processing payments
- Contract compliance - ensuring obligations are met
- Document control - managing drawings, specs, and correspondence
- Dispute resolution basics - handling claims and conflicts professionally
- Attend site meetings and progress claims review
- Formal performance review at completion of stream



Stream B - Project Management (12 weeks):

- Systems training: BuilderTrend, MS Projects, Blue Beam, Excel etc.
- Project lifecycle overview - from pre-construction to handover
- Scheduling and programming - using tools like MS Project or Buildertrend
- Site coordination - managing trades, deliveries and daily activities
- Budget tracking - monitoring costs and forecasting
- Client communication - updates, meetings and managing expectations
- Quality assurance - inspections, checklists, and defect management
- Risk and issue management - identifying and resolving site challenges
- Reporting - progress updates, site diaries and project dashboards
- Attend site meetings and progress claims review
- Formal performance review at completion of stream

Stream C - Estimating / Pre-Construction (12 weeks):

- Systems training: Cubit
- Learn quantity take-offs, scope breakdowns, and tender reviews
- Sit in on subcontractor pricing and value engineering sessions
- Participate in proposal preparation
- Assist with tender queries and documentation compliance
- Formal performance review at completion of stream

Continue Site Management (2 weeks)

All Cadets to do a 2-week Site Management placement at the end of their Streams to further develop their on-site exposure. They could touch on any of the below topics during this time:

- Understand safety protocols, daily routines and documentation on site
- Learn how subcontractors are managed day-to-day and how to communicate effectively with trades
- Understand how site logistics are planned and monitored against project timelines
- Learn about quality control, defects management and professional conduct on-site
- Maintain and update site signage / noticeboards
- Assist with materials check-in and site deliveries
- Help with compiling site photos and reports
- Support in preparing for inspections (certifier or client)

Final Phase (8 weeks)

- Assigned to a live project
- Take on greater independence on tasks (e.g. managing procurement for a package)
- Responsibility building
- Involvement in a "special project" as allocated by the Exec Team or Department Leads
- Prepare a short project reflection or presentation to leadership team



Career Paths

Career Paths

Below are some of the career path opportunities available for those interested in this area within Cadence & Co specifically.

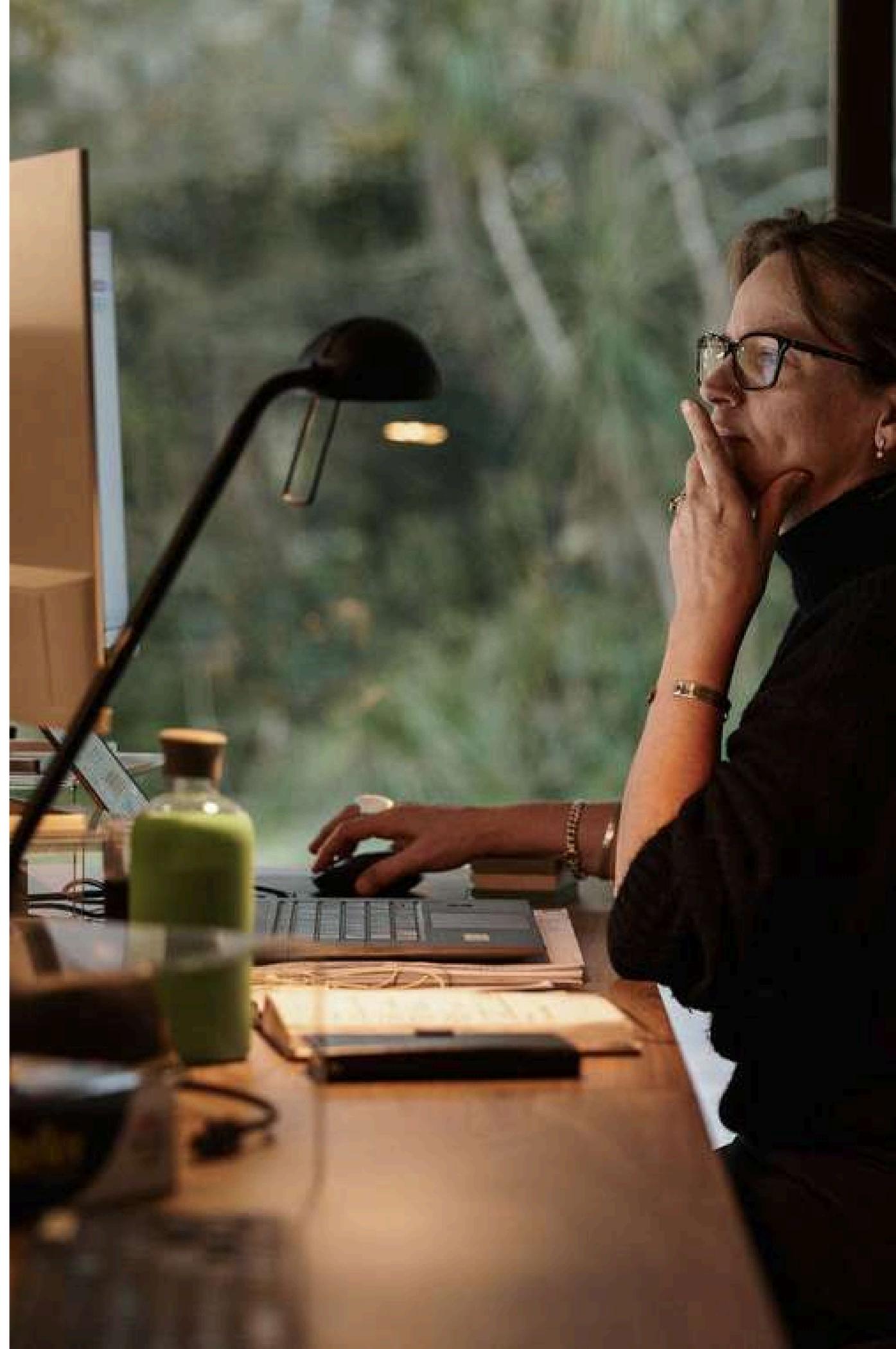
01 Project Management

Junior Contracts Administrator
Contracts Administrator
Senior Contract Administrator
Junior Project Manager
Project Manager
Senior Project Manager
Project Operations Manager



02 Pre-Construction & Estimating

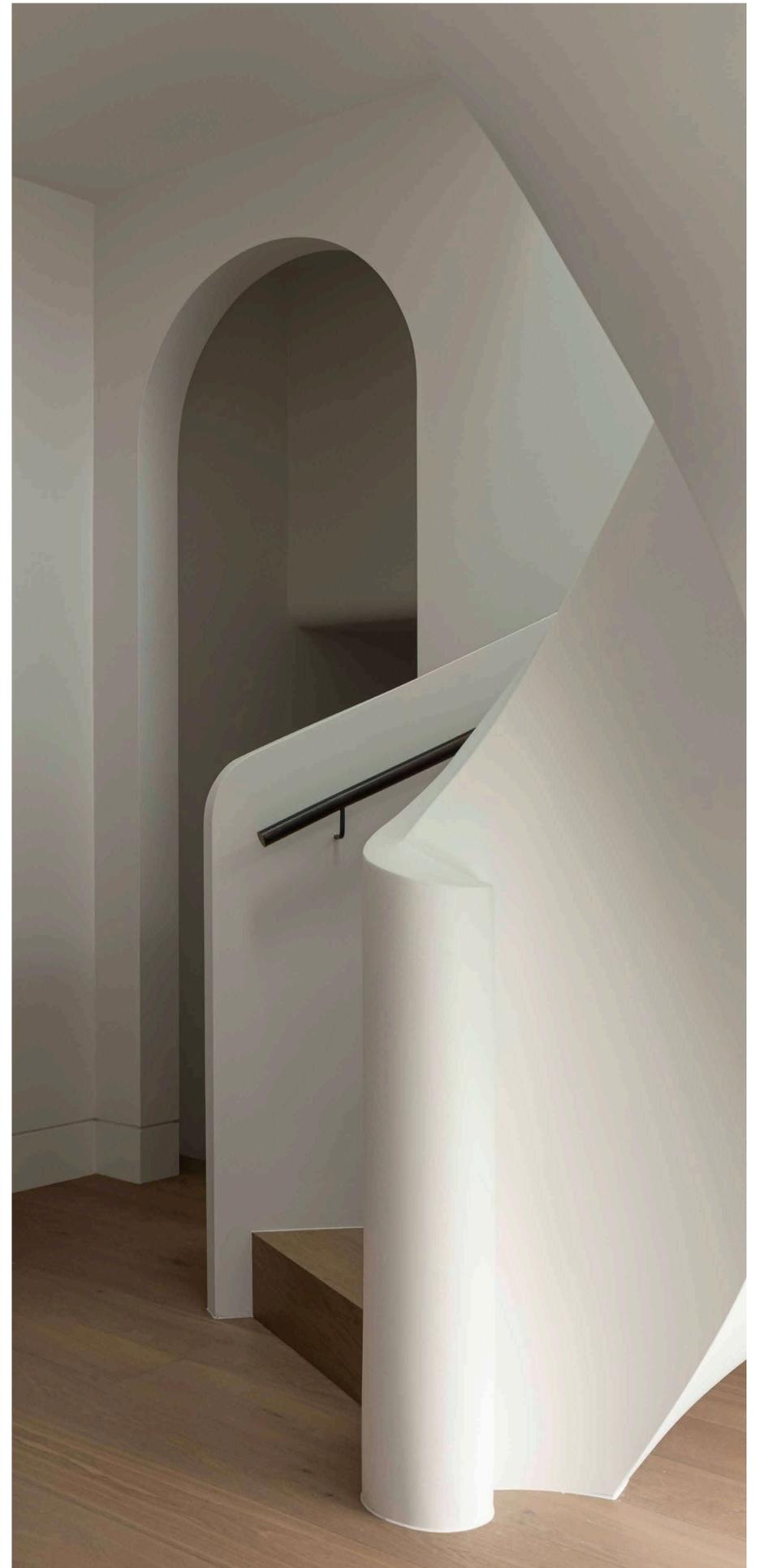
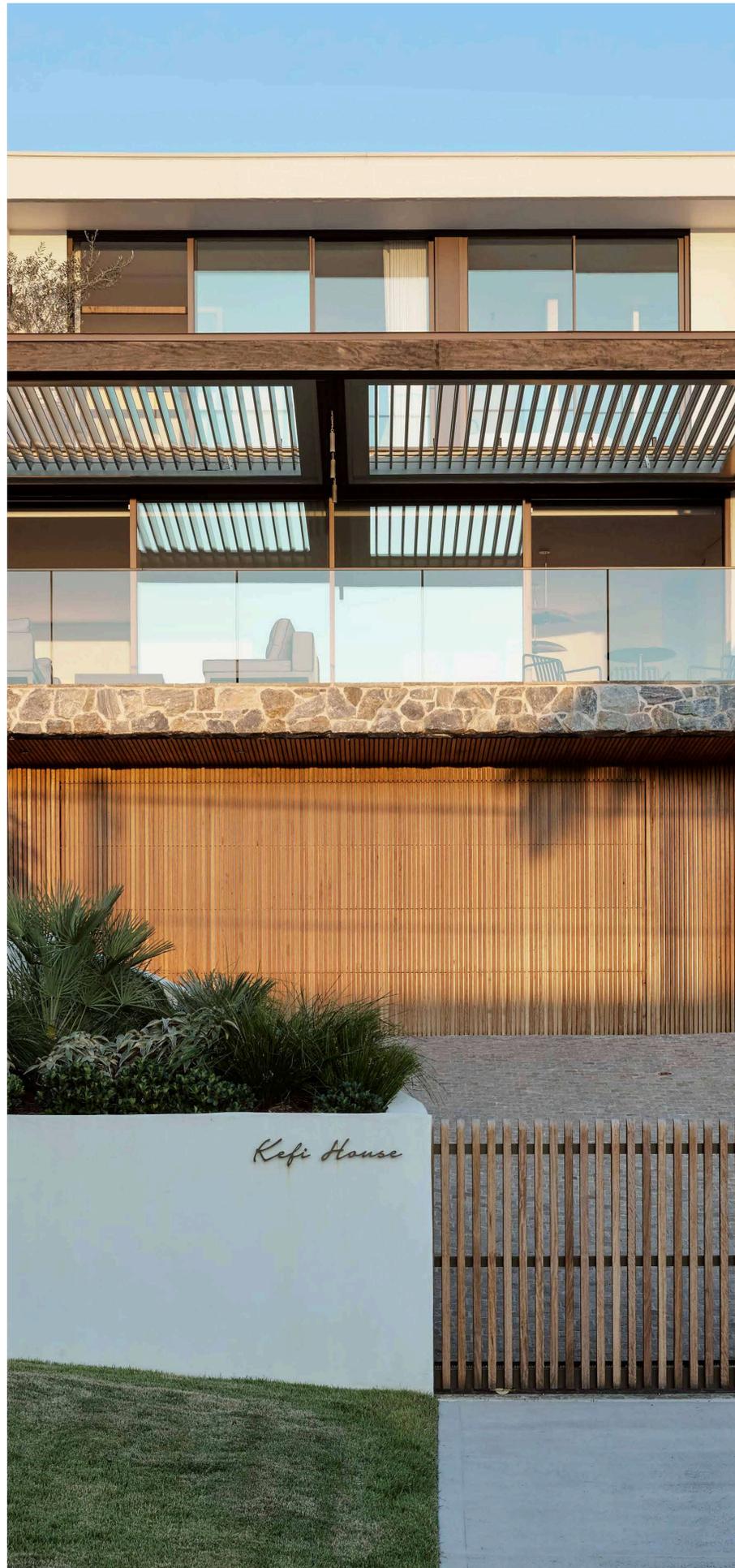
Junior Estimator
Estimator
Senior Estimator
Estimating Manager

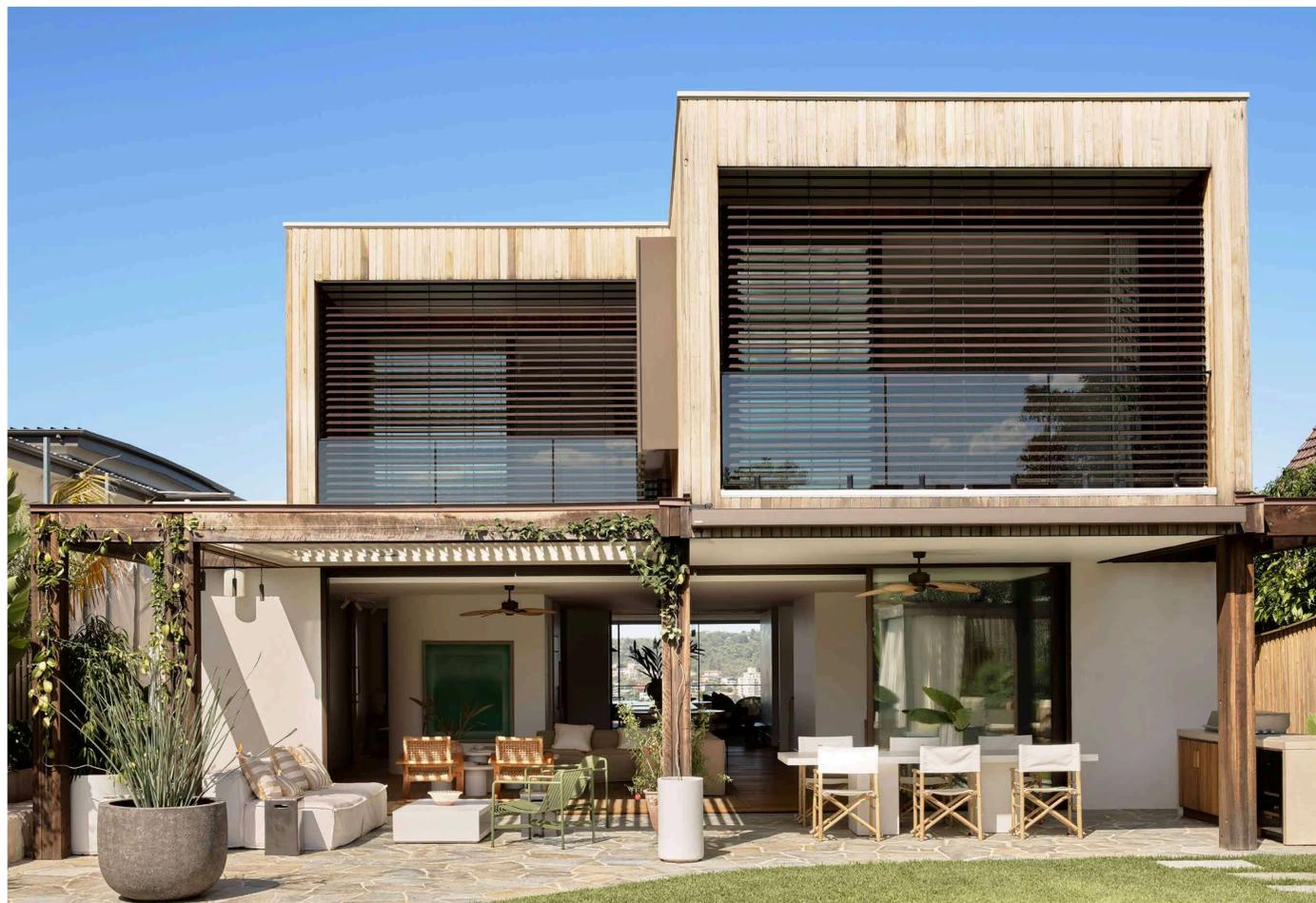
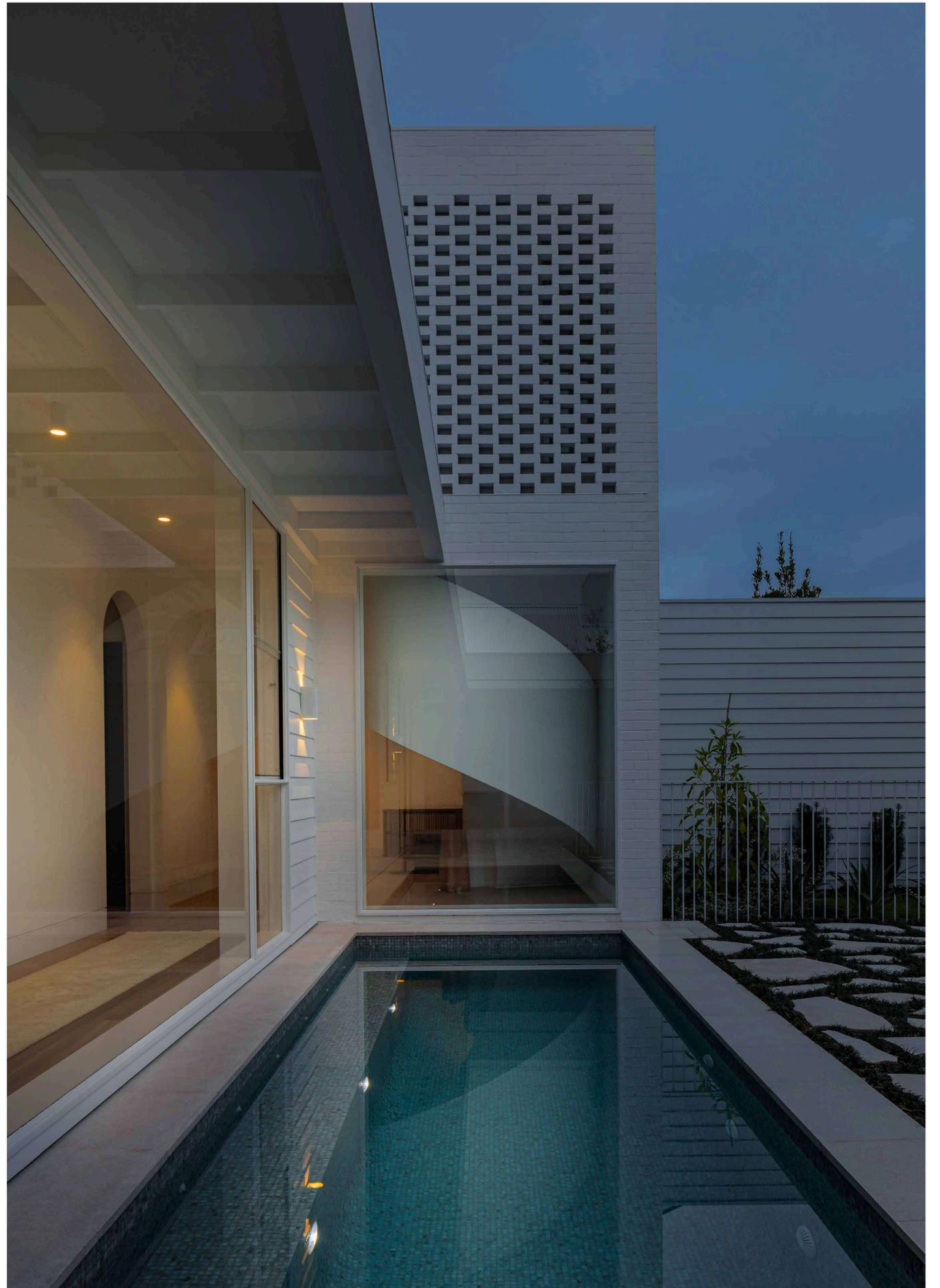




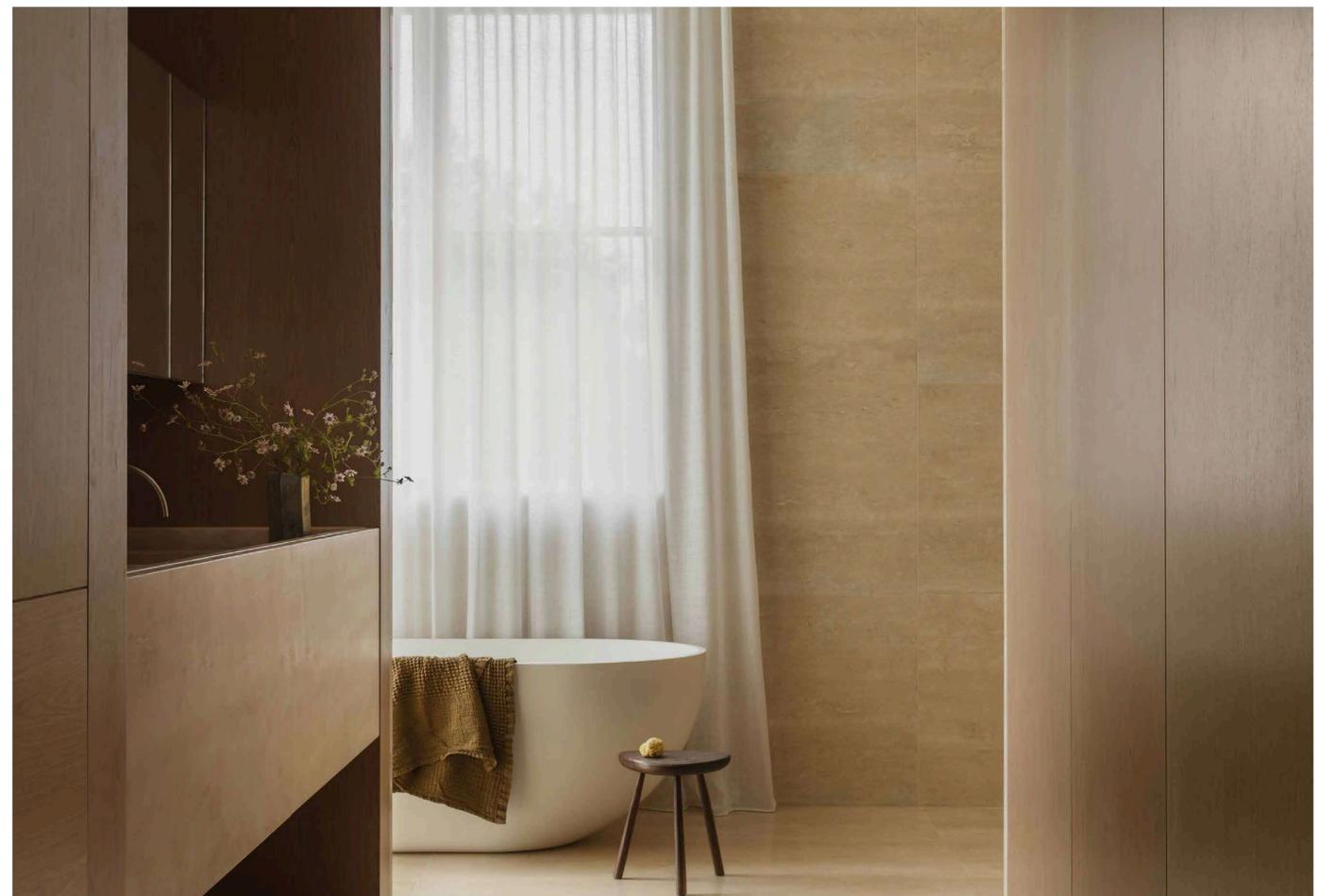
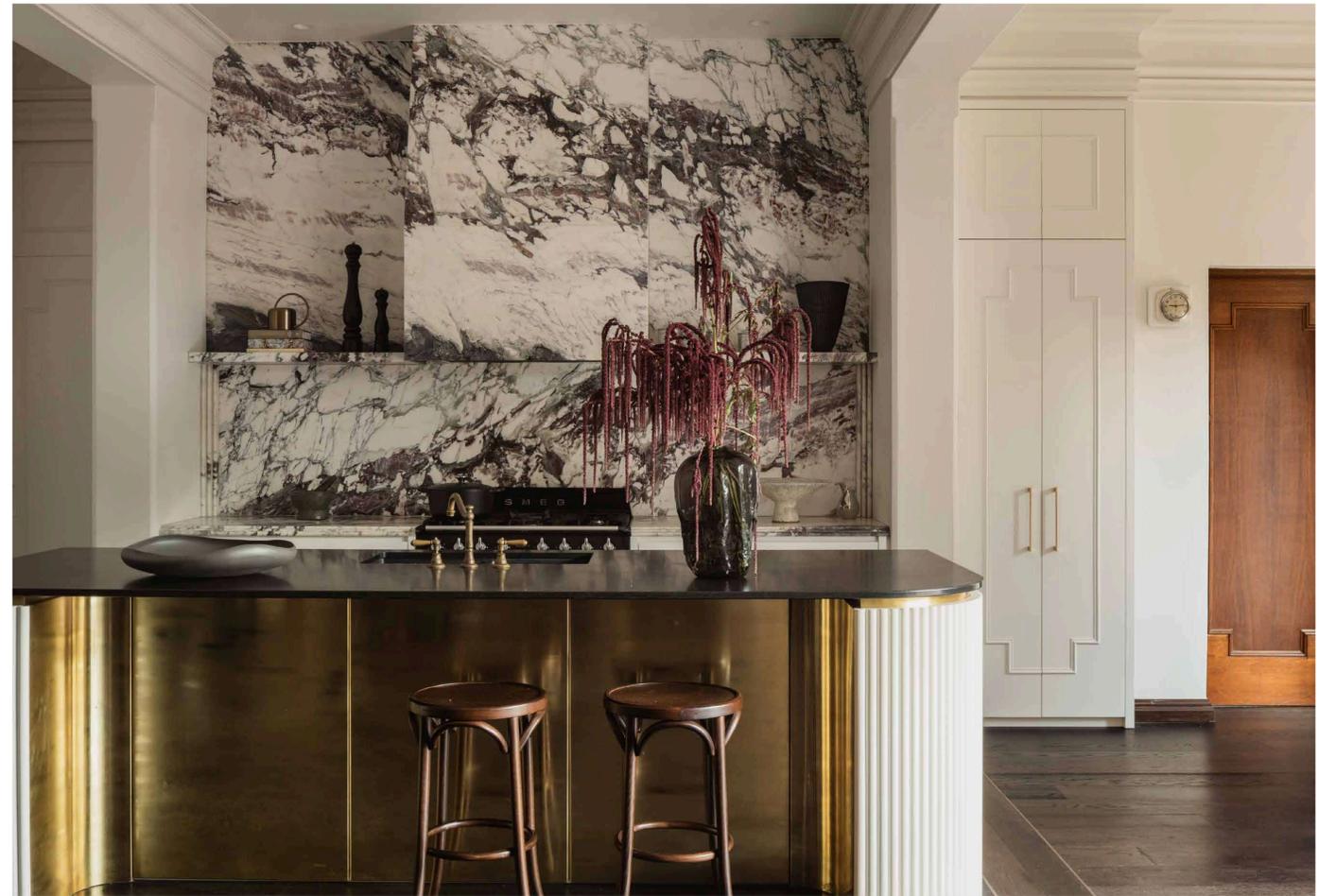
Recent Projects















Testimonials

"Working at Cadence and Co has been such a rewarding experience. The team culture here is a true highlight of the company as it is continuously centred around support and collaboration, where everyone's ideas are valued & respected. At Cadence, we make sure to celebrate our successes together and help each other through challenges, creating a positive and motivating environment. "

Keegan W- Estimator

"I have loved working with Cadence and Co, the variety of projects in terms of scale and style is both unique and exciting. I feel like I am constantly developing as designer, and I can honestly say I have made genuine friendships and would highly recommend this company to new employees and clients."

Grace G - Interior Designer

"One of the most fulfilling aspects working here is the opportunity to leave clients with a home that they truly love. It's a great feeling knowing that the hard work and dedication we put into each project result in a space that makes a lasting impact on their lives. "

Kane R - Leading Hand



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