

Construction Cadetship Program

Be part of our success story in 2027





Welcome

Thank you for your interest in the Cadence & Co Construction Cadetship Program.

We're excited to share more about our business, our people, and the unique opportunity to gain hands-on experience while building a career in the construction industry.



Who is Cadence & Co

Our founders Darren Mills and Mark Campbell, started Cadence & Co in 2013 with a really clear vision.

To bridge the gap between design ambition and construction reality. That construction should enhance, rather than compromise design.

They set out to create 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, this philosophy has guided our growth into one of Sydney's leading architecture and construction companies, specialising in high-end residential homes and estates.

Bringing Architecture, Interior Design and Construction together under one roof in a collaborative environment, Cadence & Co delivers a truly integrated service from concept through to completion.



Our Unique Approach

At Cadence & Co, our fully integrated approach ensures all disciplines are thoroughly considered throughout every stage of the process. By combining Architecture, Interior Design and Construction expertise, we provide a more seamless way to design and build a home, enabling us to focus on our client's vision, budget and expectations.

With a proven track record delivering complex, bespoke homes across heritage overlays, coastal zones, and challenging topography, we understand that every detail matters. Our value lies in early engagement and integrated collaboration, identifying opportunities, resolving challenges and providing buildability solutions that achieve great outcomes, without compromising design intent.

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.

Our Team

Cadence & Co employs 165 people across Sydney and the Southern Highlands. This includes our Design, Estimating, PM/CA and Construction, and Property Services Teams. As well as our invaluable operations 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.

Typically, our in-house team is running around 50 projects in design and 25 under construction at any one time, ranging in value from \$50,000 to \$60m.





Pre-Construction & Project Management



Pre-Construction and Project Management

Expanding our Pre-Construction and Project Management function has been a key focus for the business in recent years.

Led by two senior leaders who are specialists in Project Management, Contracts Administration and Estimating, the team comprises 24 professionals working across a range of roles within the function.

As the home of our Construction Cadetship Program, Cadets spend 11 months immersed in this department, gaining exposure to various roles and contributing to projects at different stages of delivery.

The following pages explore the areas that make up the Pre-Construction and Project Management function and the opportunities available through the Construction Cadetship Program.



Estimating & Pre-Construction

Our in-house Estimating Team combines extensive construction knowledge with current market insight to deliver accurate, stage-appropriate cost planning from initial concept through to complete documentation.

Specialising in high-end residential construction, the team has expertise across heritage projects, difficult access sites, complex structural solutions and bespoke detailing - elements that are often underestimated or overlooked.

Through collaborative design reviews and iterative costing, we work with Architects and Designers to test ideas, refine scope and maintain alignment between design intent, budget and buildability. We also assess cost-effective construction options and provide value engineering solutions that improve efficiency without compromising design integrity.

Supported by an extensive Internal Cost Database developed through years of delivering high-end residential projects, our team provides reliable pricing benchmarks and market-specific insights to support confident decision-making at every stage.

Our estimating services are most effective when engaged early through an Early Contractor Involvement (ECI) model. Early engagement enables real-time cost feedback throughout the design process, helping to avoid costly redesigns, reduce project risk, improve budget certainty and maximise design realisation.



Project Management

Our project management services are structured to deliver design-led outcomes with precision, professionalism and a focus on an exceptional client experience.

Led by top Project Managers and Contracts Administrators, our team brings deep expertise, innovative thinking and a solutions-focused mindset to every build.

They oversee:

- Programming
- Procurement
- Risk management
- Budget management
- Site coordination
- Contract compliance

By proactively managing these critical project functions, the team ensures projects remain 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. Established relationships with premium suppliers and artisan craftspeople also enable us to successfully source the finest materials and specialist products.

Through proactive management of cost, risk and communication, we provide clients, architects and designers with confidence that their vision will be delivered with consistency, care and uncompromising quality.



Our Cadetship Program

Our Cadetship Program

At Cadence & Co, we take great pride in nurturing our people and supporting the next generation of industry leaders.

Our annual Construction Cadetship Program provides university and TAFE students with the opportunity to experience the world of high-end, architecturally designed residential projects.

Commencing in January 2027, the 11-month program offers hands-on experience across Estimating, Pre-Construction and Project Delivery, which includes Contracts Administration and Project Management.

Throughout the program, you'll be guided by industry experts, immersed in live projects, and supported to explore a career path that is both rewarding and inspiring.

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





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 provide hands-on experience and mentorship for students eager to break into the luxury homebuilding space. We focus on bespoke, architecturally designed homes 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 Cadet placements will be offered for the 2027 cohort.

Launched in 2026, our Construction Cadetship Program has already been a huge success. Backed by Cadence & Co's strong track record of supporting the growth and career development of our people, the program reflects our ongoing commitment to creating meaningful opportunities and developing future industry leaders.

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 2027, and available to work at Cadence & Co 3 days per week (this is flexible around study timetables).

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. Cadets should be flexible to accommodate this.

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 areas 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 Cadets feel 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 be a number of formal and informal check ins and 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 rotation, 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 11 October 2026
- Shortlisting and interviews - October-November 2026
- Offers - November-December 2026
- Start Date - mid-January 2027
- Completion - mid-December 2027



Selection Process

To ensure we identify the best candidates for the program, applicants will participate in the following selection process:

Application form

Applicants must complete the online Application Form, including submission of relevant supporting information and documentation.

2-minute video submission

As part of your Application Form, you'll be asked to upload a short 2-minute video response to the questions provided. This helps us get to know you beyond your application and better understand your personality, interests and potential fit for the program.

Formal interviews

Shortlisted candidates will be invited to attend an interview with nominated senior leaders. Second-round interviews may be conducted if required.

How to Apply

[Please click on the link available in the job ad or below.](#)

[To apply for the 2027 Cadetship Program please click here!](#)





Cadet Testimonial

"One of the most valuable aspects of the program is gaining insight into how different areas of the business work together. While each discipline has its own responsibilities, every team plays an important role in the successful delivery of a project. Experiencing each rotation has given me a deeper understanding of how these roles interconnect to bring a home from concept to completion."

I have really enjoyed being able to apply the knowledge I gained at university and build on it through practical experience. Working alongside experienced teams delivering complex high-end residential projects has given me new perspectives and the opportunity to learn from mentors who are always willing to share their knowledge and answer questions."

For anyone considering a career in construction, I would highly recommend the cadetship at Cadence & Co. The program provides invaluable exposure to different areas of the industry, a supportive environment to learn and grow, and the opportunity to work alongside experienced mentors delivering beautifully crafted, high-end residential projects."

Haidee-Claire Halscheidt - Cadet, 2026



Program Structure

Over 11 months, Cadets gain exposure to key areas of the business and the full project lifecycle, building an understanding of how projects move from concept through to completion. Through a combination of structured rotations, mentoring, on-the-job learning and real project experience, Cadets develop the technical, commercial and professional skills required for a successful career in construction.

The program is designed to provide broad exposure across Estimating, Pre-Construction and Project Delivery, while allowing Cadets to contribute meaningfully to live projects and work alongside experienced industry professionals.

The order and duration of rotations may vary depending on project requirements and business needs. While each Cadet's journey may look slightly different, all Cadets will gain experience across the key areas outlined below and on the following pages.

Introduction to Cadence & Co

Indicative Duration: 2 weeks

Rotation Summary: Begin your journey with a comprehensive introduction to Cadence & Co, our people, projects and ways of working. You'll gain an understanding of our project lifecycle, be introduced to the Cadence Typical Details framework and quality standards, learn how to navigate key industry resources and construction codes, and build connections with mentors and project teams across the business.

Key Learning Outcomes

- Understand the Cadence & Co business and project lifecycle
- Understand how different teams work together to deliver projects
- Develop foundational workplace and communication skills
- Understand company systems, processes and safety expectations
- Build relationships with mentors and key stakeholders
- Understand the Cadence Typical Details framework and the standards expected across our projects
- Become familiar with key construction codes, standards and industry reference materials, and know where to access them when required



Estimating & Pre-Construction

Indicative Duration: 12 weeks

Rotation Summary: Learn how projects are planned, priced and prepared before construction begins. Working alongside our Estimating Team, you'll gain exposure to cost planning, tendering, procurement strategies and the early decision-making processes that set projects up for success.

Key Learning Outcomes

- Understand the estimating and pre-construction process
- Learn how project budgets are developed and refined
- Understand the relationship between design, scope, cost and program
- Develop an appreciation for procurement strategies and trade engagement
- Understand how project teams collaborate during pre-construction
- Gain exposure to client-facing cost planning and presentation processes
- Understand how completed project data is used to inform future estimating and benchmarking

Project Delivery

Indicative Duration: 24 weeks

Rotation Summary: Work alongside Project Managers, Contracts Administrators and Site Teams to develop an understanding of how projects are delivered from commencement through to completion. At the start of this rotation, you'll spend time on site building familiarity with the project, key stakeholders and day-to-day construction activities, providing valuable context for the commercial and operational aspects of project delivery.

Key Learning Outcomes

- Understand the relationship between site and office-based project teams
- Learn procurement and contracts administration processes
- Develop an understanding of project planning, reporting and forecasting
- Understand stakeholder, consultant and client communication
- Build knowledge of quality, program and risk management
- Gain practical exposure to live construction activities and project coordination



Project Ownership

Indicative Duration: Final 6-8 weeks

Rotation Summary: Towards the end of the program, you'll be embedded within a live project and given increasing responsibility, ownership of key tasks, and the opportunity to contribute to a special project or business initiative.

Key Learning Outcomes

- Apply learning gained throughout the program
- Develop ownership and accountability
- Strengthen problem-solving and decision-making skills
- Build confidence managing tasks independently
- Reflect on career interests and future development opportunities



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

Project Coordinator / Administrator
Junior Contracts Administrator
Contracts Administrator
Senior Contracts Administrator
Junior Project Manager
Project Manager
Senior Project Manager
Project Operations Manager



02 Pre-Construction & Estimating

Junior Estimator
Estimator
Senior Estimator
Estimating Manager





Testimonials

"I have really enjoyed being able to apply the knowledge I gained at university and build on it through practical experience. Working alongside experienced teams delivering complex high-end residential projects has given me new perspectives and the opportunity to learn from mentors who are always willing to share their knowledge and answer questions."

Haidee - Cadet, 2026

"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 - Site Manager



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