

Interflow[®]

HJ Weaver Development Program





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About Interflow



Harold (HJ) Weaver
Managing Director, 1936-1963

At Interflow, we have the heart of a humble business, with the vision of something much greater: a vision that drives the growth of our people, fosters our partnerships with customers, promotes continuous improvement, and ensures the wellbeing of the communities we serve.



Ron Weaver
Managing Director, 1963-1991

Throughout our journey, which spans more than eight decades, our rich heritage of innovation continues to spearhead the market, paving the way for a bright future.

Since our inception in 1936, we have carved out our place as a leader in water infrastructure.

Today, we are regarded as one of Australia and New Zealand's leading providers of trenchless pipeline solutions, specialising in the water, wastewater, stormwater and culvert sectors.



Geoff Weaver
Managing Director, 1991-2021

Spanning Australia and New Zealand, we work to deliver on our purpose: to improve the lives of the people we work with, the communities we serve and the environment we work in, for generations to come.

Together, we're Creating the Future of Water.

Who is HJ Weaver?

When Harold Weaver founded Interflow in 1936, he knew that success came from the passionate and dedicated people at its core.

He was committed to continually improving the way we operate and had a passion for developing people and helping them to be their best. Today, Harold's legacy lives on through our HJ Weaver Development Program.



Daniel Weaver
Managing Director, 2021-Present



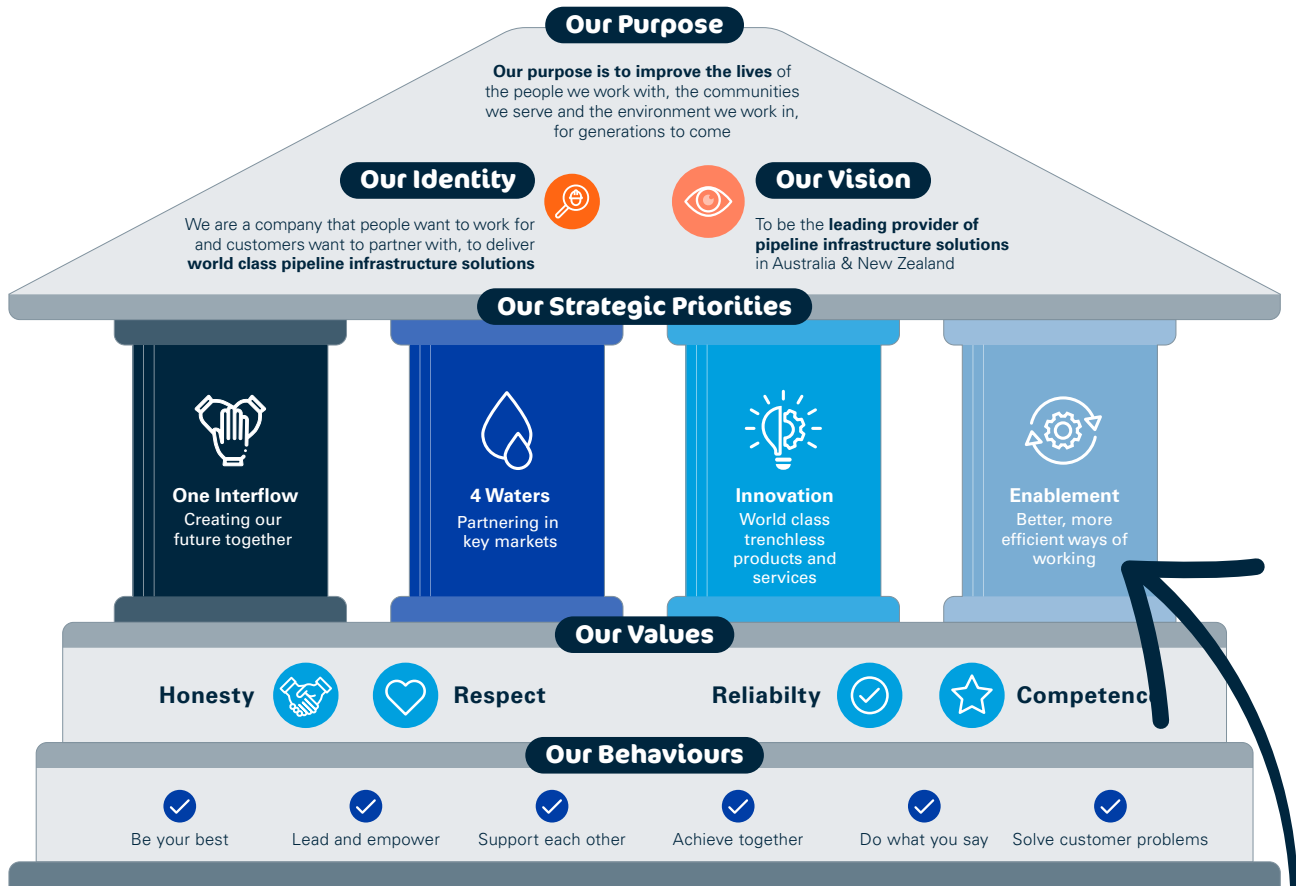
HJ Weaver - Interflow Founder

The HJ Weaver Development Program creates future leaders not just careers.

At Interflow, we are committed to being a company that people want to work for, and customers want to partner with. To ensure we deliver on our vision, **to be the leading provider of pipeline infrastructure solutions in Australia and New Zealand**, we are passionate about growing our people pipeline. We see the value in supporting a diverse range of team members who are currently engaging in study and/or are interested in completing additional study. Investing in leaders early on enables us to improve lives every day and Create the Future of Water.



Our Interflow



We're creating a people pipeline that enables Interflow to leverage new ideas and diversity of thought that will deliver our Interflow.

The HJ Weaver Development Program

Our Interflow Behaviours

What we expect from our team members

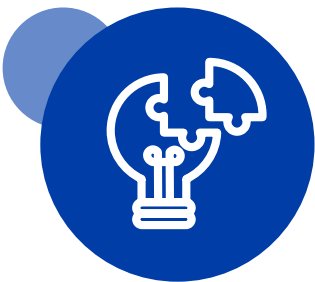


Be Your Best

We strive to be our best every day

How do we demonstrate this behaviour?

- Take responsibility for your development
- Know your strengths
- Know your development areas
- Set clear and challenging goals
- Seek feedback from others



Solve Customer Problems

We partner with our customers to deliver quality solutions

How do we demonstrate this behaviour?

- Know the customer
- Build and maintain trusting partnerships
- Deliver quality solutions
- Anticipate customer needs



Support Each Other

We build trusting, genuine and respectful relationships

How do we demonstrate this behaviour?

- Provide others with timely feedback
- Prioritize the safety of self and others
- Treat others with respect
- Build and maintain trusting relationships



Achieve Together

We work together as one Interflow to achieve great things

How do we demonstrate this behaviour?

- Proactively work with others
- Partner across boundaries
- Focus on solutions
- Think outside the box
- Celebrate efforts and successes



Do What You Say

We commit and deliver, we take responsibility

How do we demonstrate this behaviour?

- Take responsibility
- Set clear goals
- Deliver on your commitments
- Take pride in your work



Lead and Empower

We are leaders, we have the courage to do what's right

How do we demonstrate this behaviour?

- Coach and develop others to achieve
- Be courageous and contribute your ideas
- Empower others to achieve
- Set clear goals and grant trust

Eligibility

What are the pathways into the HJ Weaver Program?



Stream 1

Undergraduate: A student in their second to final year of study in a degree qualification. The student must have completed a 6-month maximum-term contract as an intern with us to be eligible. It will be decided upon successful completion of their internship if the team member will be considered for the HJ Weaver Program.

or

Graduate: A team member who joins the business having completed their studies in the past 6-12 months. They will be placed on either a rotation or program of work. Upon successful completion of their probation, the team member may be invited to join the HJ Weaver Program.

Stream 2

An Interflow team member: An existing team member who wishes to pursue their professional or academic development that aligns to the organisation's future pathways. The team member has to have been with the business for a minimum of 12 months and is 'on target' based on their performance review.





Stream 1: HJ Weaver Development Program

Through Stream 1 of the HJ Weaver Program, our undergraduates and graduates will be offered a diverse and blended learning experience. The program will give hands-on experience and exposure to different areas within the business.

Program Objectives

The program has been developed to turn high performing students and graduates into future Interflow leaders. The program creates a career path for talented individuals and offers industry-specific experience, training and professional development. This program will also provide educational financial assistance.

Stream 1 is designed to develop undergraduates and graduates through:

- Tailored pathways
- Structured learning
- Coaching
- Networking
- 3-4 functional rotations
- Meaningful employment
- Formal feedback reviews

This program is for someone who is looking for a challenging yet rewarding experience, and to evolve into a leader within our industry!

Program Benefits

Your Leader

You will work with your leader for the entirety of your pathway.

Your leader will:

- Onboard you.
- Support your goals.
- Support your transition into new teams.
- Include you in social events.
- Connect you with other team members on a monthly basis.

Tailored Pathways

You will be offered a minimum of 3 job rotations in specific areas of the business and/or specialist skill development experiences.

These pathways are assigned based on your professional goals, and on current business needs.

Networking

As a participant, you will:

- Be connected to other program team members.
- Meet quarterly with other program members across the business to connect and share learnings.
- Take part in monthly gatherings for all interns, undergraduates and graduates that create information sharing, learning and connections.

Development

Development opportunities include:

- On the job project-based learning experiences.
- Participation in our Leadership Development Programs.
- Participation in our performance review processes.
- Participants may be requested to complete a small project/report after each rotation to reflect on learnings.
- Present the team members major work or thesis to the Leadership Team.

Financial

As an undergraduate, you will be eligible for financial support for your annual tuition and associated fees, in line with the policy terms and conditions.

Graduate participants are not eligible for financial support.

Rotations and role expectations per business unit

Estimating

- Develop well considered quotes and tenders
- Develop commercial aptitude
- Learn how to assess and manage risks
- Develop the customer experience
- Application of our product offerings
- Learn industry technical specifications
- Develop stakeholder communication and collaboration skills

Avoid Fail (critical sewer solutions)

- Engage with key stakeholders
- Analyse project productivity
- Analyse drawings and design requirements
- Exposure to relevant technical specifications
- Procurement
- Prepare site documentation
- Basic knowledge of Design and Construction processes
- Attend client meetings
- Site visits

Operations

- Manage the project through its lifecycle
- Manage and monitor the project scope
- Manage and monitor the cost, time and quality of the project
- Liaise with stakeholders
- Subcontractor and supplier management
- Develop deliverables and monitor the execution
- Project reporting

We provide long-term career opportunities for our undergraduates and graduates in either a technical or leadership stream

Engineering

- Insight into the asset life cycle
- Repairs and maintenance management
- Understand the life cycle of workshop management
- Experience in National Hire Store

Quality

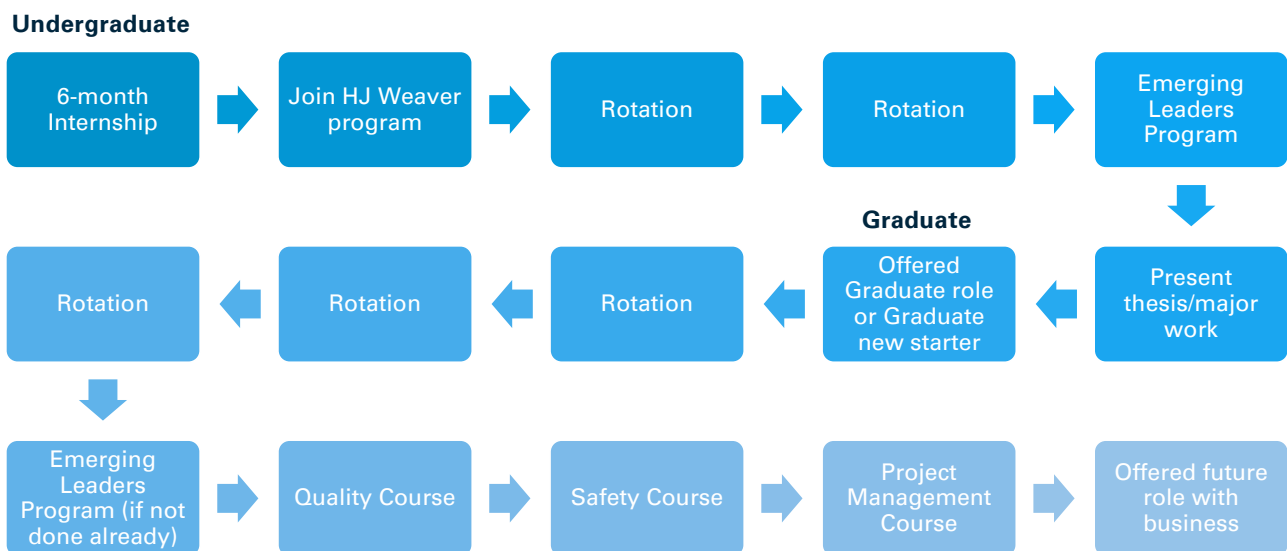
- Quality Management System and plans
- Inspection Test Plan (ITP) and Inspection Test Checklist (ITC) Development
- Create and understand key service delivery management plans

Product Development & Technical Services

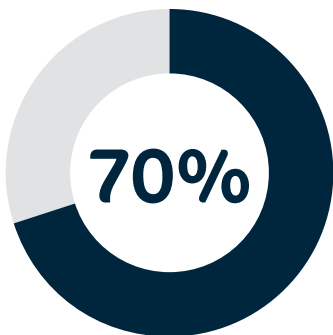
- Exposure to our product and solution offerings
- R&D development and solutions development projects
- Product Life Cycle Management
- Design of pipelines rehabilitation using Spiral and CIPP (cured in place pipe) solutions
- Operations and tendering support

Tools & Resources

Undergraduate/Graduate Journey Map

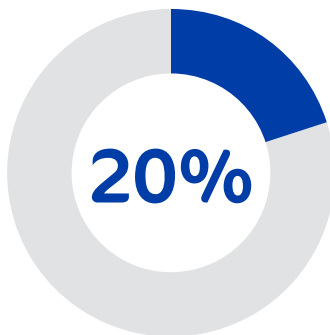


70/20/10 Learning Pathway



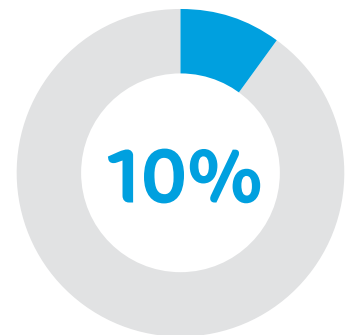
**On-the-job
learning**

**Program rotations
and learning through
daily tasks and
project work**



**Learning
through others**

**Leaders/coaching
and networking**



**Formal
learning**

**Role specific courses
and training**

Stream 2: HJ Weaver Development Program

In Stream 2 of the HJ Weaver Program we support team members that demonstrate our values and behaviours and are interested in completing additional technical education and professional development for current or potential future roles at Interflow.

Program Objectives

Stream 2 of the program has been developed to improve and support the lives of those Interflow team members who would like to grow within the organisation, team members who have been identified as important in growing our people pipeline and have career goals that align with future pathways at Interflow.

As a participant in this program, you will be provided with financial educational assistance and further support from your Leader and P&C Business Partner.

Refer to 'Educational Assistance Policy' for process and guidelines.

Who makes this program possible?

Interflow Leadership Team

The Interflow Leadership Teams is responsible for deciding which skills should be prioritised and how many places can be offered in the program. They oversee the quality and impact of the program, including succession pathways for the participants.

Your Leaders

Your Leader is the team member you report to for all or part of your program. This may change throughout rotations or specific work projects. Your leader will set and govern the work you complete while and complete feedback reviews.

People & Capability

Our People & Capability team designs and develops the program and provides financial support to those that are eligible.

HJ Weaver Development Coordinator

The Coordinator is your point of contact should you have any questions about the program along the way. They will check in with you and organise any upcoming rotation logistics for undergraduates graduates with their Leaders.





Interflow[®]

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