

Work with us

Bowen Rail Company (BRC) aims to be the employer of choice in the Australian rail industry and has built an employee culture that challenges the stereotypes of the sector.



From our headquarters in Bowen on the doorstep of Queensland's Whitsunday Islands, we offer a contemporary workplace and opportunities for both new-to-industry and experienced recruits.

From the lifestyle rosters on offer to the brand-new fleet and equipment supporting safe and efficient rail operations, Bowen Rail Company is dedicated to investing in its people and Bowen.

If you're thinking of a career change, or even an industry change, we may have the position for you.



More information about current vacancies and the Expression of Interest process can be found online at

www.bowenrail.com.au/work-with-us/

FAST FACTS

- A team with passion, diversity, and expertise from experienced rail professionals to new-to-rail industry recruits
- BRC aims to create jobs in the region for generations to come
- Committed to working safely and using cutting-edge technology
- >150 employees and contractors

Our Mission, Vision, and Values

OUR MISSION

We provide a sustainable, integrated logistics solution for our customers.

OUR VISION

We're on the move to emPOWER communities.

OUR VALUES

At BRC we are guided by our A.S.P.I.R.E. values. This is what we stand for.



These values shape how we work with our employees and our customers, as we continue to develop our operations as Australia's leading provider of sustainable and integrated logistics solutions:



VALUES

A



Own our performance and celebrate success.

Accountability

S



Safe People, Safe Work, Safe Environment. It's what we do.

Safety

P



Wellbeing and Empowerment of individuals, teams, and organisation

People

I



Do what we say we will do.

Integrity

R



Accept others for who they are.

Respect

E



Outstanding at what we do.

Excellence



Work With Us

Guided by a senior leadership team with more than 150 years combined experience in the rail and resources industry, BRC stands apart for the passion, diversity, and expertise of our people. They make us what we are.

Our workforce is made up of people from different backgrounds, experiences, ages, and ability. The only thing all Bowen Rail Company employees share is motivation, and that we all live locally.

If you have that motivation, we'll provide the training, the pathways, and the opportunity, whoever you are and wherever you want to go.



More information about current vacancies and the Expression of Interest process can be found online at

www.bowenrail.com.au/work-with-us/

Work and play in the heart of the Whitsundays

We provide a lifestyle roster to our staff that lets our crew take advantage of the opportunities that life in Bowen has to offer. Joining our team is a fantastic opportunity to kick-start or continue your career in the rail industry.

Bowen is a seaside town on the north coast of Queensland. The historic town is a launch point to the globally renowned Whitsunday Islands, and is home to spectacular beaches.

Its beach attractions include Horseshoe Bay, Grays Bay, Murray Bay, and Front Beach, where the azure-blue waters are a comfortable 22°C in winter and 28°C in summer.

The town was built around agriculture and has developed into a mining and energy-services centre for north Queensland. There are two state primary schools and a high school, and a Catholic primary school.

Situated about 200 kilometres between Townsville and Mackay, Bowen is well-located to connect to major regional airports.



Bowen boasts award-winning beaches and a range of social and recreational activities to discover.

Learn to drive our next-generation fleet

Our trains might be a cutting-edge fleet, but they still need humans to drive them and BRC continues to invest in the right team of people to do the job.

In early 2022, BRC started a series of train driver schools to open doors for locals to the cabs of its Progress Rail EMD® GT46C-ACe Gen III locomotives.

Trainees are initially employed by Trojan Rail for their traineeships through which they receive tailored support to develop full qualifications. Direct employment with BRC is offered on completion of the program.



BRC's next-generation locomotives are the most technologically advanced rail fleet in Australia, meaning the local workforce can work more efficiently, safely and with a smaller environmental footprint.

Opportunities for Engineering Graduates

BRC is committed to supporting graduate engineers to kick-start their careers in the resources industry and to helping develop the regional communities in which we operate.

Through our Graduate Program, we are dedicated to helping shape the future leaders of the resources industry and to providing opportunities to graduates to start a fulfilling, highly-skilled and well-paid career.

✍ As applications for the Graduate Program are not always open, we encourage interested graduates to contact us at BRC.enquiries@bowenrail.com.au

Graduate Program Overview

The 18-month Graduate Program is delivered across three, six-month modules where our graduates spend their time working on-site helping to deliver critical-path projects under the tutelage of senior engineers or team members. The on-site work is supported with off-site training through our learning partners at Central Queensland University at either the Rockhampton or Townsville campuses.

All three modules begin with a two-day learning session at the Rockhampton or Townsville campus which sets the scene for the module's key focus areas. It includes small tutorial class sessions with a range of hands-on activities. Learning and development is continued during the course of the module, with Central Queensland University offering online support and various online learning sessions.



BRC graduate civil engineer Nikita Nikiteev said "it wasn't until I saw the opportunity of a graduate position working on the Carmichael Rail Network and getting my hands on to something challenging and meaningful that I knew where it would take me."

Learning with Central Queensland University

The three on-campus modules cover Professional Development and Communication, Critical Path and Future Leaders.



MODULE 1

Personal Development & Communication

Module 1 sets the scene for ongoing development as a valuable team member. This module is designed to allow the graduate to learn about themselves and their communication style so they can work as an active and successful member of ongoing operations and continuous improvement initiatives. The graduate will learn to identify communication styles, manage their own day-to-day priorities, understand emotional intelligence and be a solid and effective member of the team.



MODULE 2

Critical Path

Module 2 addresses the skills required to identify critical path activities and the key elements of project management. The graduate will learn about the steps involved with an internal project, problem solving, identifying risk, contract administration and quality and stakeholder management.



MODULE 3

Future Leaders

Module 3 identifies and builds on competencies the graduate requires to become a future leader in the business. The module helps the graduate understand how to develop their work abilities and identify new ways of doing things. Thinking outside the square is encouraged and topics of focus include teamwork, innovation, organisational agility and contemporary leadership.