

Create a better tomorrow with our Graduate Program



If you want to shape the future, we've got just the place to do it. Our Graduate Program is much more than a two-year development opportunity.

It's a chance for you to explore new ideas and help us find better ways to work, like renewable energy options for our mines. You can shape our business by taking us forward and unlocking the opportunities of the future.

We believe there is no one better to drive this change than the leaders of our future. And that could be you.

We're looking for graduates and students from a range of degrees for different areas across our business including (but not limited to):

- **Engineering** – All degrees
- **Sciences** – Geoscience, Environmental
- **Technology** – Data Science, Software, Computing, Robotics
- **Humanities** – Arts, Law, Health & Safety, Archaeology
- **Business** – All degrees

We're also looking for continuing university students to join our Vacation Program and experience day-to-day life at Rio Tinto. The best part is it gives you the opportunity to secure a graduate position at the end of the program.

Eligibility

- **Graduate Program** – final year of study/have recently graduated
- **Vacation Student Program** – penultimate year or students in second or third year

About Rio Tinto

For 150 years we've been looking for new and better ways of doing things.

Our ambition is to be a business with a commodity mix that is aligned with evolving customer demand in a decarbonising world. Today, you'll find our teams around the world seeking opportunities to reduce our carbon footprint, developing new technologies to decarbonise steel and aluminium production, and creating new products from waste. And we need curious people, who care about their work and colleagues, are courageous about finding better ways to do things and are empowered to adapt quickly to solve problems and meet opportunities.

Including you

We particularly welcome and encourage applications from Aboriginal and Torres Strait Islander people, women, the LGBTI+ community, mature workers, people with disabilities and people from different cultural backgrounds.

Our values – care, courage and curiosity – guide how we work and how we treat each other. We are committed to an inclusive environment where people feel comfortable to be themselves. We want our people to feel that all voices are heard, all cultures respected and that a variety of perspectives are not only welcome – they are essential to our success. We treat each other fairly and with dignity regardless of race, gender, nationality, ethnic origin, religion, age, sexual orientation or anything else that makes us different.

Our approach

We were proud to be the first mining company to embrace Indigenous land rights in Australia in the 1990s, and we continue to recognise that our Australian mines are on land that has belonged to Indigenous groups for tens of thousands of years.

We respect their ongoing deep connection to Country and recognise that Indigenous Australians continue to hold vast knowledge about it. Today, we have many agreements with Indigenous peoples globally. These community agreements are long-term, often with horizons beyond 50 years, and they help us establish relationships and run our business in a way that delivers mutual value.

[Apply at riotinto.com/graduates](https://riotinto.com/graduates)

Please note, in order to be considered for this role you must complete all pre-screening questions.

We were proud to be named the “Most Popular Mining & Resources Employer” in Australia’s GradConnection Top 100 Graduate Employers Awards in 2022 and 2023.

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Our commitment to advancing Indigenous leadership

Rio Tinto is committed to improving employment opportunities and outcomes for Aboriginal and Torres Strait Islander peoples. We're investing in advancing Indigenous leadership across professional and operational roles to ensure that we have a stronger representation of diverse voices at our decision making tables across our Australian business.

Graduates are our future leaders and we need more Indigenous graduates to shape who we are – engineers, data scientists, accountants, lawyers, health and safety officers – and more!

As an Indigenous employee in a professional role (including graduates), you'll be supported by the Indigenous Leadership team through bespoke and accelerated development activities matched to your aspirations. This includes access to:

Two-way mentoring

You'll have the opportunity to be matched with a senior leader in our Australian business through our two-way mentoring program. It's designed to foster strong connections between senior leaders and Indigenous employees, where leaders learn from Indigenous employees while supporting them to grow their career.

Coaching

Coaching is one of the most powerful developmental tools to level up your skills and evolve behaviours. You'll have the opportunity to work with an experienced coach from the Leadership Success organisation who will help you to focus attention on the things that matter most for a duration of 12 months. They'll give you practical support, provide tools related to your individual goals and challenges, and guide you in how you can apply these on the job.

Indigenous networking

There's no denying the power of having a strong network around you, so connecting you with other Indigenous employees is an important part of our work to support Indigenous employees across Australia.

These development offerings are in addition to the suite of training, development activities, tools and career opportunities available as part of the Rio Tinto Graduate Program.

- **Gamification simulation:** Learn fundamental leadership skills by leading a virtual team to success with our gamified leadership simulation activity.
- **Grad talks:** Be inspired by Rio Tinto leaders as they share their knowledge, experiences and career stories, and challenge your thinking and gain outside-in perspective from futurists and external thought leaders.
- **Mine to Market showcase:** Understand the Rio Tinto value chain through interactive sessions delivered by experts from across the business.
- **Masterclass series:** Acquire a toolkit focused on future skills to inspire innovation, creativity and out of the box thinking through a series of courses, advisory sessions and pitch panels.
- **Innovation project:** Join forces with graduate colleagues to propose solutions for current or future business challenges, applying learning from the Masterclass series.
- **Global grad networking:** Exchange and collaborate with your fellow graduates via Yammer, the Graduate Champions network, or Virtual Coffee Roulette.
- **Digital learning:** Boost professional growth by accessing world-class digital learning materials via LinkedIn Learning and our Graduate Insights.
- **Graduate festival:** Pitch innovation ideas and projects, and celebrate the completion of your Graduate journey.

Create tomorrow.

Apply today.

riotinto.com/graduates