



APPRENTICESHIP PROGRAM

START YOUR CAREER AT TUTT BRYANT

ABOUT TUTT BRYANT GROUP

Tutt Bryant Group Limited is an industrial services organisation providing sales, hire, parts, service and engineering solutions to the construction, mining, engineering and trade sectors throughout Australia.

Tutt Bryant Group Limited is 100% owned by Singapore-based Tat Hong Holdings Ltd, a privately held company ranked as one of the largest crane owners/operators in the world. Since its humble beginning in 1938 as a manufacturer and supplier of earthmoving and construction equipment, Tutt Bryant Group has grown to be a diverse organisation operating in three distinct areas:

- Equipment Sales & After-Sales Support
- General Equipment Hire, and
- Cranes, Heavy Lifting & Specialised Transport

We employ approximately 500 employees across nearly 30 locations nationally. As part of Tutt Bryant's lineage and ethos, its people and honest dealings underpin how the group conducts its business, enabling continued growth and development of all stakeholders. Our philosophy is expressed clearly in the **Tutt Bryant Way**, which is embraced by all employees.

The **Tutt Bryant Way** encapsulates the Vision, Mission, and Values of the Tutt Bryant Group. Five values are central to our culture and beliefs, upon which are all activities associated with the Group and are underpinned. They are **Teamwork, Family, Integrity, Versatility, and Enterprising**.

OUR VISION
HOOKING UP TO SUCCESS

OUR MISSION
TO UPLIFT

OUR CUSTOMERS with quality equipment, service and support.
OUR PEOPLE in a safe, positive and family oriented environment.
OUR STAKEHOLDERS by ensuring long-term sustainability and growth.

OUR VALUES

- TEAMWORK**
We work as a team under the one hook.
- FAMILY**
We care for our people, customers, communities, safety and the environment.
- INTEGRITY**
We are fair, respectful, and accountable in our conduct.
- VERSATILITY**
We are resourceful and adaptable to changing needs and situations.
- ENTERPRISING**
We take initiative and challenge conventional thinking.

TUTT BRYANT

TUTT BRYANT APPRENTICE PROGRAM

Tutt Bryant Academy is a program created to nurture the next generation through work experience, traineeships and apprenticeships.

As a Tutt Bryant apprenticeship academy member, you will be aligned with one of our 3 key divisions, Tutt Bryant Equipment, Tutt Bryant Hire, or Tutt Bryant Heavy Lift & Shift for the duration of your apprenticeship term.

You will however during your apprenticeship be given the opportunity to work in the other divisions, as well as some of the key specialised partners we have in the industry. Giving you a more well-rounded apprenticeship experience and allowing you to experience all aspects of your chosen trade.

With a mentorship system, an experienced staff member will be matched with you to teach and guide you through the whole training period.

WHY CHOOSE TUTT BRYANT ACADEMY?

1. Opportunities for growth and development
2. Upskilling for the future
3. Community connections focusing on sustainability and diversity
4. Professionalism, integrity, and respect



Mitchell Sheppard
Mechanical Apprentice
(Tutt Bryant Hire Townsville)

“ My favourite part of the job is the diversity of work we do. The wide range of machines we work on is a great opportunity for me to develop my skills. I am learning a lot through diagnosing and repairing faults! ”

MECHANICAL TRADE OVERVIEW

Heavy Vehicle and Plant Mechanics test, diagnose, repair and maintain industrial and heavy mobile equipment. This includes regular maintenance and upkeep of:

- Engine systems
- Transmission systems
- Final drive systems
- Fuel injection systems
- Suspension systems
- Hydraulic systems
- Pneumatic systems
- Auto electrical systems
- Electronics systems
- Steering and braking systems

Equipment within the Tutt Bryant Group can include trucks and specialised trailers, cranes, elevated work platforms, compaction machinery, excavators, loaders, crushing and screening equipment and stationary plant such as generators, compressors and pumps.



What makes a good Heavy Duty / Plant Mechanic?

- Ability to work safely
- Ability to follow work procedures and instructions
- Competent at mathematics and good communication skills, both written and verbal
- Ability to concentrate and problem solve
- Enjoy manual and practical work
- Good hand-eye coordination and the ability to complete precise work
- Have mechanical aptitude
- Fit to cope with the physical demands of the job
- Be motivated to learn and develop
- Have the ability and desire to work constructively in a team
- Free from allergies to grease, oil, diesel and petrol as handling of these products is required daily



WHAT WE OFFER

Mechanical Apprenticeships

Apprenticeships in trade can be the start of a fulfilling career based on technical knowledge and expertise to maintain and upkeep heavy duty machinery.

Apprenticeships provide an opportunity be financially supported while studying and applying technical skills in the workplace to be nationally qualified.

Tutt Bryant offers apprenticeships for those considering these courses:

- Certificate III - Mobile Plant Technology
- Certificate III - Engineering Mechanical Trade
- Certificate III - Heavy Commercial Vehicle Technology

Common Tasks

- Perform diagnostics, repairs and maintenance on all aspects of Tutt Bryant Group fleet including engine and power train, final drive systems, electrical, electronic, hydraulic and pneumatic systems
- Diagnose mechanical and electrical faults by utilising troubleshooting knowledge learnt through your apprenticeship including interpreting and utilising hydraulic and electrical schematics, operators and parts manuals both electronically and hardcopy
- Effectively utilise test equipment to assist with diagnosis
- Testing, commissioning, and pre-delivery of new machinery sales
- Workshop based and Field Service tasks
- Fabrication and repair of components utilising correct techniques
- Carry out detailed repair reporting for all plant and equipment records as per legislative requirements



Future Career Opportunities

Some career pathways following this apprenticeship may include:

- Heavy Vehicle & Plant Mechanics
- Diesel Fitter
- Workshop Technician
- Field Service Mechanic

APPLICATION PROCESS



Applying for a Career with the Tutt Bryant Academy

As an apprentice, you enter into a formal training contract with Tutt Bryant.

You will spend most of your time working and learning practical skills on the job, however, some time will be spent undertaking structured block-release training. Trainers will assess your skills and when you are competent in all areas, you will be awarded a nationally recognised qualification.

To improve your chances of gaining an apprenticeship, you can learn some basic skills and knowledge through pre-apprenticeship courses or structured work placements through your school.

How to Apply

Visit Tutt Bryant Academy at www.tuttbryant.com/tutt-bryant-academy/

Alternatively scan the QR code below



Please ensure you have the following documents available when you submit your application:

- Cover letter
- Copies of relevant TAFE accredited certificates (if any)
- Copies of relevant qualifications (if any)
- Drivers license (if applicable)
- Resume

What We Look For

As a Tutt Bryant Academy apprentice you will need to prove to us you have the capability to:

- Work safely in a heavy industrial environment
- Possess good communication skills both written and verbal
- Be motivated to learn and develop new skills
- Can work constructively in a team

Minimum Requirements

You must have completed Year 10 with sound achievement or higher in English and Maths to be successful for an apprenticeship at Tutt Bryant.

Our Apprentice Benefits

The Tutt Bryant Academy prides itself on being an outstanding employer, offering excellent conditions. Our employment conditions are competitive and include:

- Above award apprentice wages
- Annual wage increases upon satisfactory completion of training
- Toolbox support scheme - Upon successful completion of probation period, plus weekly toolbox allowance
- All training costs are covered by Tutt Bryant e.g. enrolment and tuition fees
- Opportunity to train in different locations across our three divisions
- A dedicated superannuation scheme
- Various high-risk licenses and training included



FAQs

How often do I need to study?

The chosen RTO that we engage at Tutt Bryant release about 4- 6 training blocks during the year which you will be required to attend.

Will work ever clash with my studies?

No work will be separate to your studies. You will be given time away from the workplace to attend the RTO chosen and attend studies.

What happens if I fail a subject in my studies?

The RTO will arrange a re-sit of the theory test otherwise you will be required to complete the module again at a time they can accommodate.

Do I need to pay for this apprenticeship?

No all RTO and training costs will be covered by the Tutt Bryant Group.

What happens after my apprenticeship?

Once you have been deemed competent in all areas of your certificate 3 as well as by your Tutt Bryant mentor/supervisor you will be a fully qualified mechanical tradesman, and potentially offered a position at one of our branches or continue at the branch you completed your training.



For more information about a career opportunity with Tutt Bryant Academy, contact our recruitment team:

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**What is it like to
work at Tutt Bryant?**

Scan code for details.

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