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DuluxGroup

Save

4.5



1,000 - 50,000 EMPLOYEES

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About DuluxGroup



RETAIL, SALES & CONSUMER GOODS

What it does: Makes paint and other consumer goods

Staff stats: 4000 globally and 3000 in Australia.

The good bits: It's a growing company unlikely to get disrupted

The not so good bits: Big workloads

Hiring grads with degrees in: Engineering, Maths, IT & Computer Sciences; Finance, Accounting, Economics & Business Administration; Sciences.

The DuluxGroup Story

DuluxGroup's origins date back to 1918 when British Australian Lead Manufacturers (BALM) began operations in Sydney. BALM, one of the largest companies producing oil-based enamels in Australia in the 1920s, took ownership of the Dulux trademark in Australia in 1933 and changed its name to Dulux Australia in 1971. Acquisitions, mergers and demergers followed with DuluxGroup becoming the sole owner of the Australian arm of Dulux in 2010.

DuluxGroup is predominantly a specialist in Australian and New Zealand paints, speciality coatings and adhesives. Its main business focus is on the residential market. It has a portfolio of premium brands - including Dulux, Cabot's, British Paints and Berger - that manufacture paints and coatings for existing homes, new housing, commercial buildings, infrastructure and industrial markets.

DuluxGroup has increased its profits each year since 2010 and has extended its operations to China, the UK, Papua New Guinea and South-East Asia. One of Australia's global success stories, the business had sales revenue of \$1.7 billion and made an after-tax profit of \$130 million in 2016.

The culture

DuluxGroup is a vocal advocate of workplace diversity and trains its recruiters to hire candidates on merit. Around a third of the company's employees are now female. The key objectives of DuluxGroup's diversity policy are to improve the gender balance of the company as a whole, increase the number of women in senior roles and improve understanding of diversity issues in areas such as the generational and cultural background.

DuluxGroup has silver membership with the National Association of Women in Operations. (This an industry body devoted to bumping up female participation in roles that have historically been largely or exclusively filled by men.)

Social contribution

DuluxGroup's community participation program supports employees volunteering to help communities in need. DuluxGroup has provided either donations or volunteers to Surf LifeSaving, Legacy, Mental Illness Fellowship Respite House, Minda Crisis Centre and Malvern Early Learning Community Centre.

DuluxGroup endeavours to improve the health, environmental and community impact of its products, employees and operations through its 'A Future Without Harm' vision.

The recruitment process

DuluxGroup's Graduate Development Program is open year-round. You'll need to be an Australian citizen or permanent resident. You'll also need to be prepared to work anywhere in Australia, as postings depend on the needs of the business.

Those from all disciplines are welcome to apply. However, you'll have an advantage if you've got a degree in accounting, chemistry, mechanical engineering, marketing or IT. Being able to provide evidence of interpersonal communication and leadership skills, an innovative and creative mindset and ambition will also count in your favour.

The process begins with an online application, which involves uploading a CV and cover letter. DuluxGroup's standard recruitment stages are: online application; telephone interview; first-round interview; psychometric testing; work sample and presentation, second-round interview; reference checks; pre-employment medical and formal offer.

If your application is successful, you'll undertake a tailored three-year Graduate Development program. Previous graduates have worked in areas such as engineering, finance, HR, IT, marketing, sales, supply chain and R&D. You can expect to work across business units, locations and functions relevant to your qualification and career aspirations.

You will participate in two development workshops every year and get plenty of opportunities to interact with senior management. You'll be "exposed to a wide variety of challenging opportunities" given DuluxGroup operates "a large number of sites with different operating methods and challenges". You'll develop both your technical expertise and interpersonal skills and may be in a line-management role by your final year in the program.

Remuneration

DuluxGroup offers its graduates competitive salaries commensurate with experience and provides assistance if they wish to undertake further education. The company also provides a health benefits gap plan, product discounts and a range of other benefits.

Career prospects

DuluxGroup employees are encouraged to upskill both on the job and through external training. Managers have annual discussions with their team members to identify the training and development they require to perform at their best. Internal promotions and job opportunities across DuluxGroup's portfolio of companies are there for the taking.

The vibe of the place

The workload can be demanding at busy times. Nonetheless, most staff enjoy working for a growing company that encourages a team mentality and invests in state of the art facilities.

From the Employer:

"DuluxGroup offers the opportunity to have an impact, learn and grow through our structured development program for Graduates in Engineering, Science, Finance, Marketing and Commerce.

At DuluxGroup we focus on how we can improve our consumers' lives – how we can help them to imagine a better place. We market and manufacture premium branded products that enhance, protect and maintain the places and spaces in which people live and work. We have a remarkable portfolio of brands such as Dulux, Selleys, Yates, Cabot's, Porters and B & D garage doors. Part of Nippon Paints globally, our headquarters is in Australia, and we manage our own destiny, making decisions about products, brands and campaigns. We employ over 4,000 people across Australia, New Zealand, Papua New Guinea, The UK, South-East Asia and China.

As a DuluxGroup Graduate, you will be offered many opportunities across your three-year program. You may work across different functions, business units and sites. Twice a year you will come together at Head Office in Victoria to participate in development workshops focused on building professional skills and leadership capabilities to help you build your career as a leader in our growing business. The role

is demanding, challenging and rewarding.

Can you imagine anything better?"

[^ Show less](#)

Graduate Review

OVERALL SCORE

4.5

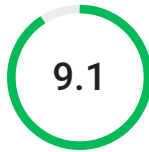


Overall score based on 7 reviews

THEY SCORE BEST IN...



Diversity



Culture





Management





Satisfaction

WHAT GRADUATES SAY ABOUT THEM

 Supportive, internal promotion culture, focus on developing people.

 Great variety of work, with many experienced and supportive people to help you learn.

 As a grad, some work and tasks can seem insubstantial.

 The induction process into DuluxGroup. The ongoing learning and training provided within our roles could improve.



Opportunities

LOCATIONS WITH OPPORTUNITIES



- NSW, Victoria, Queensland, & South Australia

HIRING CANDIDATES WITH DEGREES IN

- B** Business & Management
- E** Engineering & Mathematics
- H** Humanities, Arts & Social Sciences
- I** IT & Computer Science
- M** Medical & Health Sciences
- S** Sciences

Graduate Success Stories

GRADUATE STORIES

A large portion of my role consists of month-end reporting, budgeting & forecasting & involvement in the formation of business strategy.

Jacob Lumsden

Financial Analyst – Cabot's

[Read full story](#)

GRADUATE STORIES

My key responsibilities are to assist the Senior Brand Manager in product management within the constructions product segment.

Yen Ung

Assistant Brand Manager

[Read full story](#)

[All graduate success stories \(5\) →](#)

A Day In The Life Of

DAY IN THE LIFE

Bonnie Jenkinson

Interior Product Manager at DuluxGroup

Bonnie Jenkinson studied a Bachelor of Business (Marketing) at RMIT University, graduating in 2015.


[Read full story](#)

Videos

[Graduate Program E\P Project Recap](#)

How to secure a role in the DuluxGroup graduate program

One of Australia's global success stories, DuluxGroup have dominated the premium paint market since 1918, when they first introduced their decorative products to Australian and New Zealand homes.

 Save

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Unilever

 Save

**Kraft Heinz Company
Australia**

4.7 ★★★★★

 Save

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