

UNLOCK YOUR FUTURE WITH

# Earn & Learn

Become a software developer  
straight out of school



# Get paid to work and study

WiseTech's Earn & Learn program gives you a full-time, paid job as a software developer while also supporting you through a four-year university degree. We combine university recognized coursework, real-world experience at one of Australia's most successful tech companies, and university funding to give you a head-start on your career in tech.

## Start your career as a paid software developer



- Work at WiseTech full-time as a paid software developer straight out of high school
- Earn a salary and scholarship package valued at ~\$300,000 over four-years, including salary, university course payments, and share rights<sup>1</sup>

## Gain a university degree

- Complete your Computer Science degree part-time over four years
- Complete accelerated coursework delivered by WiseTech



## Learn on the job

- Participate in our rotation program, and experience technical education, training and mentoring by the industry's best



Coming into one of Australia's largest tech companies without coding or tech experience sounds intimidating – however, we are given **immense support and guidance** from mentors and tutors which made the transition into being a developer so smooth.

### Jade Lopez

Associate Software Engineer, Earn & Learn



# Our Earn & Learn culture

Our aim is to make tech careers accessible for all, and to help build amazingly talented software developers and innovative thinkers. Earn & Learn participants have diverse, rich, past experiences, in a variety of fields, and are all intent on building a successful career. Our team is diverse in gender, neurodiversity, skills and interests. Our program is carefully designed to be supportive to new learners, while offering technical challenges for those with substantial prior experience.



A highlight of my experience has been working in teams to **build projects together and develop autonomy**. I am greatly improving my technical skill and have a much better understanding of what happens behind the scenes in complex software.

**Ryan Takayasu**

Associate Software Engineer, Earn & Learn

## About WiseTech Global

WiseTech is one of Australia's most successful global tech companies. A pure tech company, we're engineer founded and led with research and development at the core of what we do. We are a world-leading developer and provider of software solutions to the global logistics industry. Our global team of more than 3,500 people is united in our goal to transform the world of logistics one innovation at a time. This means helping goods move around the world as quickly and efficiently as possible to make the supply chain faster, more efficient, secure and reduce its impact on the environment.

Find out more at [wisetechglobal.com](https://www.wisetechglobal.com)



<sup>1</sup> Salary is on a full-time equivalent basis with actual salary based on days worked at WiseTech Global. Reimbursement of course costs is based on level of academic performance for each subject, in line with WiseTech's Further Education Assistance Scheme as amended from time to time. Each share right is a right to receive one WiseTech Global share and remains subject to our Equity Incentive Plan Rules and the conditions in the relevant offer documents for each grant.

# How to apply

## Apply now to be part of our Earn & Learn program

Are you a highly motivated and curious high school student who loves solving problems and wants a rewarding, creative and ever-evolving career? Then we want to hear from you!

**Applications open:**  
Mid 2025

**Program start date:**  
Early 2026



### Step 1

Submit your application on our website



### Step 2

Introduction call and testing



### Step 3

Interview



### Step 4

Offer

## How to prepare?

We encourage students with and without coding experience to apply. We have a selection process that helps us find people with experience and those with potential.

During the selection process, you'll take some tests, including a coding test that focuses on a specific area of programming.

We recommend applying early, so you have plenty of time to develop or improve your coding skills.

Visit our website to learn more about our testing and see our recommendations on where to start learning and what topics to study.



I've been coding since I was 12, long before I joined WiseTech. This experience is giving me even more to learn, allowing me to take on more complex work and **accelerating my development by a huge amount.**

### Olivia Stewart

Associate Software Engineer, Earn & Learn