

# Work with us. Change the world.

Graduate, apprentice and placement (summer and industrial) opportunities in engineering, quantity and building surveying, project management, the environment, sustainability, planning, design, architecture, landscape architecture, consulting and much more.

**UK & Ireland**



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**AECOM**

SEPTEMBER 2023

Bring your bold ideas and big dreams.

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# About Us

The Office

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**AECOM**

# Leading our industry

With accelerating infrastructure investment worldwide, our services are in great demand. It's never been a better time to be at AECOM.

Join us, and you'll enjoy all the benefits of being a part of a global, publicly traded firm—access to industry-leading technology and thinking, transformational work with big impact, competitive pay and work-life flexibility.



- #1** Transportation Design Firm  
Facilities Design Firm  
Environmental Engineering Firm  
Environmental Science Firm  
Green Design Firm  
Airports  
Highways  
Dams and Reservoirs  
Education

- #2** Environmental Firm  
Water Supply  
Water Treatment  
Lines and Aqueducts  
Wastewater  
Treatment Plants  
Hazardous Waste  
Chemical Remediation  
Mass Transit  
Bridges



**#62**  
in The Times  
Top 100



**#79**  
in the UK300

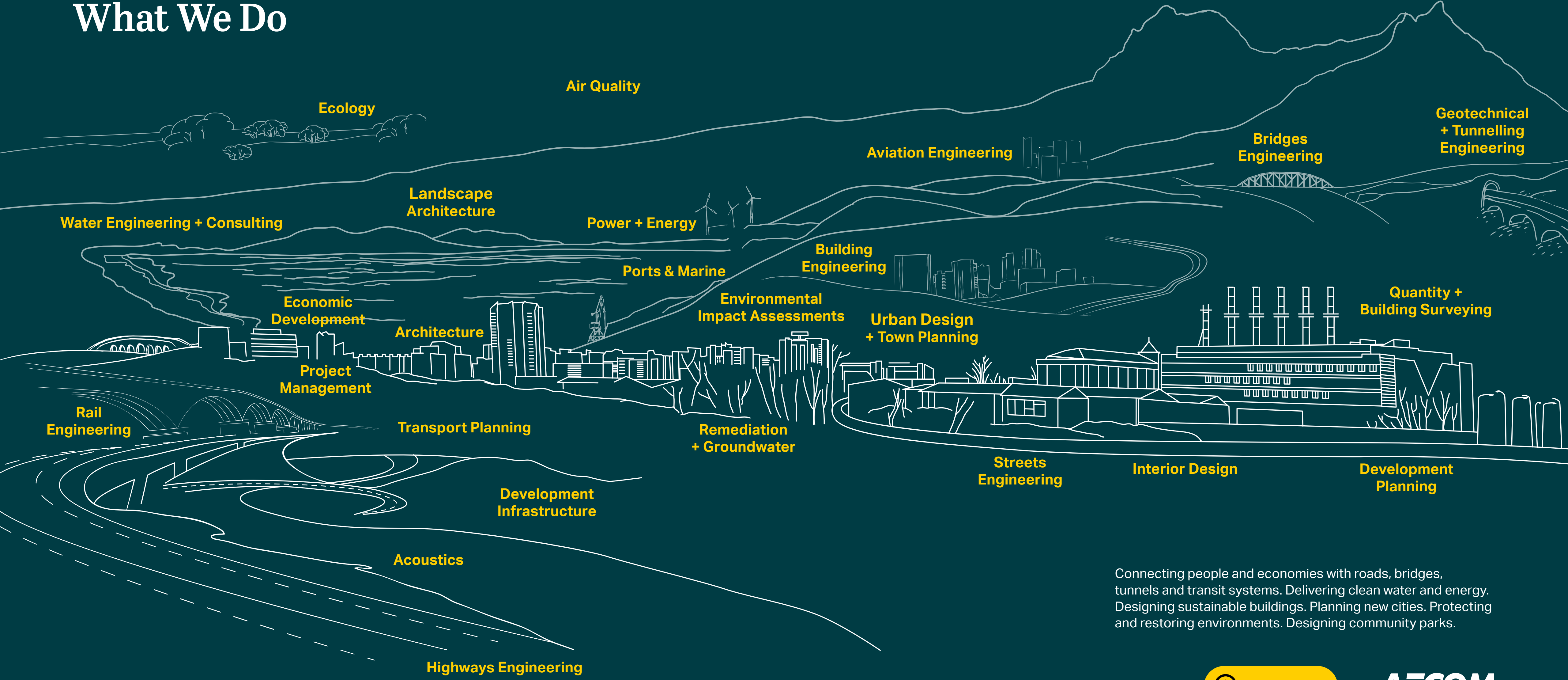


**Aparna**, Development Infrastructure and **Maxine**, Water, Belfast were awarded QUEST Technician Scholarships by the ICE

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# What We Do



Connecting people and economies with roads, bridges, tunnels and transit systems. Delivering clean water and energy. Designing sustainable buildings. Planning new cities. Protecting and restoring environments. Designing community parks.

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# Our UK and Ireland Offices



**6,400+**

staff in the UK and Ireland working in over 30 offices



**47,000**

staff worldwide



**150**

serving clients in over 150 countries



- 01 Basingstoke
- 02 Bedford
- 03 Belfast
- 04 Birmingham
- 05 Bristol
- 06 Cambridge
- 07 Cardiff
- 08 Chesterfield
- 09 Cork
- 10 Croydon
- 11 Derry/Londonderry
- 12 Dublin
- 13 Edinburgh
- 14 Exeter
- 15 Galway
- 16 Glasgow
- 17 Leeds
- 18 Liverpool
- 19 London
- 20 Manchester
- 21 Newcastle upon Tyne
- 22 Norwich
- 23 Nottingham
- 24 Oxford
- 25 Peterborough
- 26 Plymouth
- 27 Southampton
- 28 St Albans
- 29 Swindon
- 30 Warrington
- 31 York

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# Services & Projects



Soho Place London, UK

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**AECOM**

# Help lead the change towards a sustainable and equitable future.

AECOM has a strong focus on sustainability and has been recognised for its work in this area, including being named in the Global 100 Most Sustainable Corporations list for several years.

**Oceane,**  
Buildings Sustainability,  
Madrid

Gardening activity,  
organised by our Green  
Team on the office terrace




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**AECOM**



## Creating Sustainable Legacies

We are working to leave a positive, lasting impact on people and our planet. That's what drives us to deliver every day. Through our Sustainable Legacies strategy, we are working to achieve net-zero emissions, embed sustainability and resilience in every aspect of our work, improve social outcomes and enhance our governance.

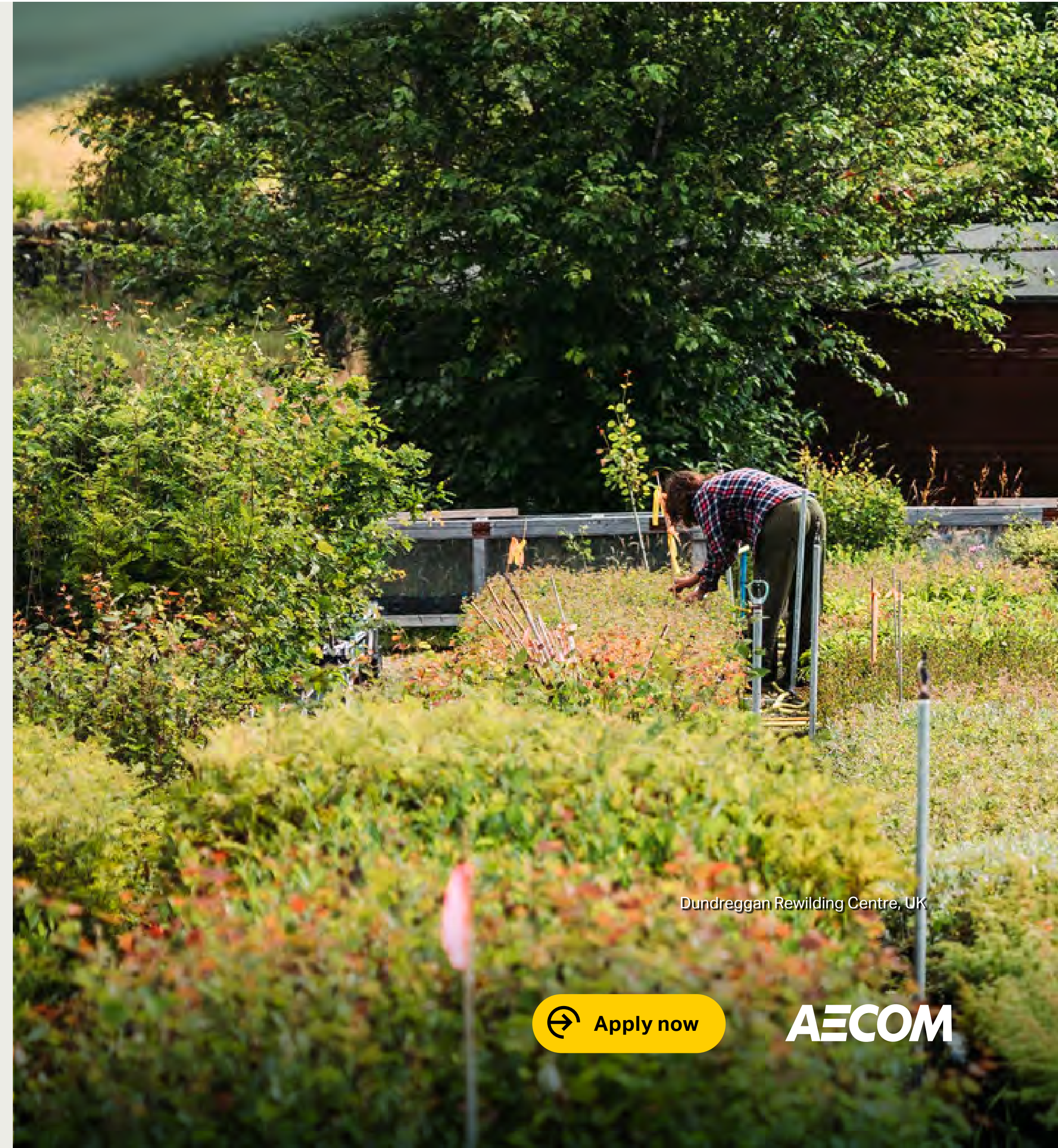
 [Read more about our Sustainable Legacies strategy](#)

### Environmental Restoration

AECOM is working on projects to restore and protect the environment, such as designing wetlands and other habitats to support endangered species, cleaning up contaminated sites, and managing natural resources.

### Being good humans

Through pro bono work, skills-based volunteering, philanthropy and strategic nonprofit partnerships with organisations such as Engineers Without Borders and Water For People, our Blueprint for a Better World corporate responsibility platform focuses on delivering access to safe and secure infrastructure to those who need it most, creates opportunities for the leaders of tomorrow and works towards protecting our planet so that our company can fulfil its purpose to deliver a better world.



Dundreggan Rewilding Centre, UK

 [Apply now](#)

**AECOM**

# Transportation Engineering and Planning

“

Being the Chair of our Ethnic Diversity Network Careers Subcommittee has allowed me to collaborate with like-minded colleagues, celebrate diverse cultures and advocate for positive change within AECOM.”

Ejaz, Transport Planning, Bristol



## Our services

- Bridge structures
- Roads
- Rail (civil and M&E)
- Transport planning
- Development planning
- Intelligent transport systems
- Strategic consultancy
- Aviation (civil infrastructure)
- Pavement design
- Development infrastructure
- Ports and Marine

## Key degrees we look for

- Civil/structural
- Mechanical
- Electrical
- Transport planning
- Geography

## Degree classification

Minimum 2:1 or equivalent

## Sponsorship towards

- ICE
- IMechE
- IET
- IStructE
- CIHT
- TPS

## Apprentice opportunities

- Civil
- Structural
- Mechanical
- Electrical
- Transport planning
- Levels 3-6



Glasgow Central Station, Scotland



Upper Forth Bridge, Scotland



Cycle Lane, Plymouth

## Example projects

### York Street Interchange, Belfast

A £125–165 million strategic road improvement scheme being promoted by the NI Department for Infrastructure (DfI) to alleviate traffic congestion on the busiest road junction in Northern Ireland. We have been appointed by DfI to develop the scheme, which proposes a new interchange with a series of underpasses and overbridges to create free-flowing links between the Westlink, M2 and M3 motorways.

### Highlands Enhancement Programme Aberdeen to Inverurie Double Tracking

Framework designer working with contractor BAM Nuttall to deliver schemes that enhance line speeds and capacity on the railways linking the cities of Perth, Aberdeen and Inverness. These schemes include the flagship project that involved double tracking 17 miles of single

track railway between Aberdeen and Inverurie and all associated infrastructure such as bridges, roadworks and a new railway station at Kintore.

### BusConnects

Focused on removing the current delays and uncertainties associated with bus journeys in Dublin so that trips will be faster, more punctual and more reliable. This project will deliver 50 per cent journey time savings along Dublin’s bus corridors. We are providing engineering design services to the National Transport Authority for 35 km of the bus corridors across three schemes.

### A52 Meadowlane Footbridge

Design of a new semi-tie steel arch footbridge spanning the A52, to meet the client’s ambition for a “gateway structure” to the new Wyvern Way redevelopment.

We designed the semi-tie arch main span, thought to be the joint longest and most heavily loaded of its type in the country. Cutting edge non-linear, frequency and time-domain analyses were undertaken to demonstrate structural adequacy of the iconic structure.



[Transportation Overview](#) | [Interview with Suzie](#)



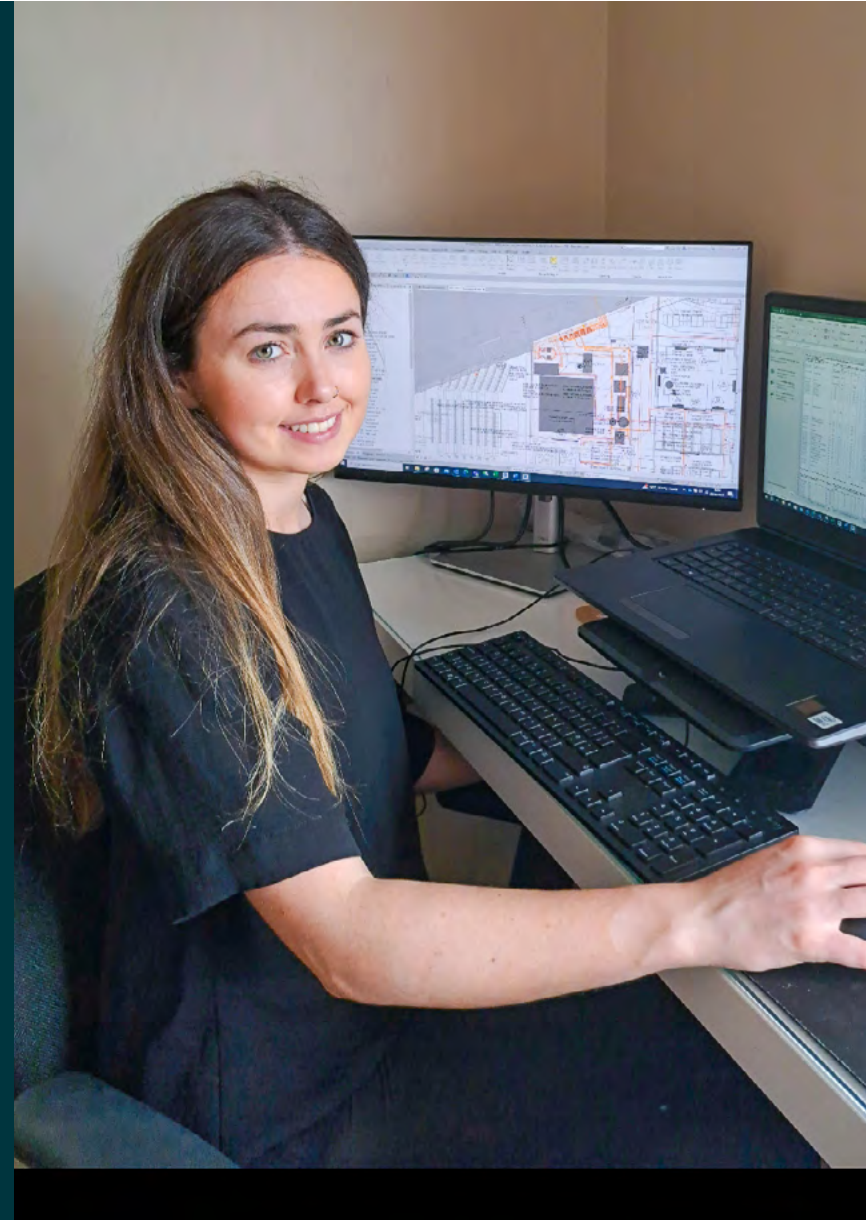
**AECOM**

# Building Engineering and Consulting

“

So far I love hybrid working; I couldn't imagine being in the office five days a week! Our team has one set day a week that we are all in, sometimes more, depending on the project you're working on.”

Sinead, Building Services, Dublin



## Our services

- Building services
- Building structures
- Fire
- Sustainability
- Building infrastructure
- Building physics
- IT and communications
- Acoustics

## Key degrees we look for

- Civil/structural
- Mechanical
- Electrical
- Building services
- Fire
- Sustainability (buildings)
- Acoustics
- ICT

## Degree classification

- Minimum 2:1 or equivalent
- Masters preferred for all disciplines

## Sponsorship towards

- ICE
- IStructE
- IMechE
- IET
- CIBSE
- Institute of Acoustics IFE
- CIOB

## Apprentice opportunities

- Civil/structural
- Mechanical
- Electrical
- Building Services
- Levels 3-6



Renzo Piano



Ulster Clinic



Curragh Racecourse Grandstand

## Example projects

### Crossrail Paddington Arch, London

Design and delivery of technical structural design solutions for the new steel-framed structure for the Paddington Arch, which was constructed within an existing Grade I listed building with appropriate heritage consents. Working closely with the client and contractor teams, we assessed the cost and programme implications of our proposal, as well as its constructability and impact on other project disciplines and stakeholders.

### The Curragh Racecourse

We provided multidisciplinary services for the development, including civil and structural, mechanical and electrical, fire safety, PSDP and cost management. Phase 1 of the construction works included the refurbishment of the existing stables, deconstruction and

reconstruction of the Queen's Room and demolition of the existing East and West stands.

### Royal Victoria Maternity and Childrens Hospitals

One of the most forward-thinking projects in the UK, this modern and innovative £250m project will provide a world-leading facility in the sphere of caring for women and children. We are currently carrying out the detailed civil and structural and architectural design.

### Forbury Place, Reading

Development of two new-build office developments totalling approximately 400,000 sq ft. Building two has recently won the prestigious British Council of Offices (BCO) regional award and has been put forward for the national finals. The offices were completed to category A standard,

achieving BREEAM Excellent, EPC A rated and Wired Scope Platinum. Sustainable features include 700m<sup>2</sup> photovoltaic panels (350m<sup>2</sup> per building), air source heat pumps and rainwater harvesting.



[Building Engineering Overview](#) | [Interview with Tia and Josh](#) | [Interview with Natasha](#)



# Landscape Architecture and Architecture

“  
I feel like I am growing and making an impact every day.”

Vincent, Landscape Architecture, London



## Our services

- Architecture (part 1&2)
- Landscape architecture

## Key degrees we look for

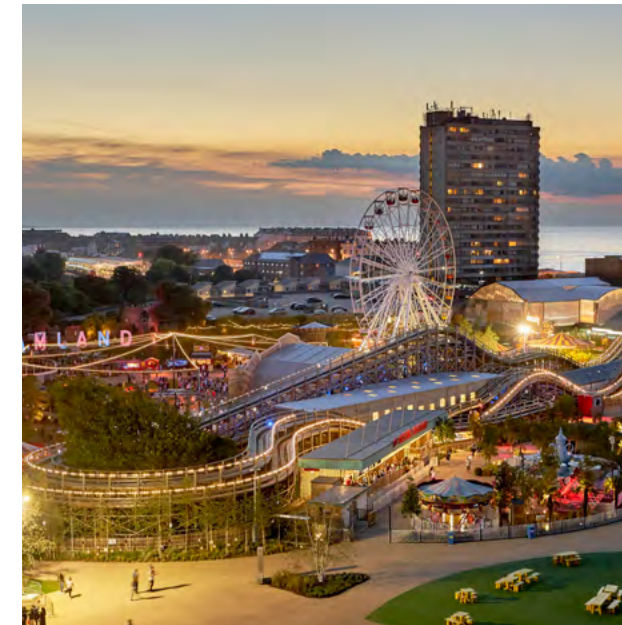
Architecture (part 1&2)  
Landscape architecture

## Degree classification

Minimum 2:1  
or equivalent

## Sponsorship towards

RIBA (& ARB)  
MCSD  
BIID  
LI  
ILI



Dreamland, Margate, UK



Roseisle Whisky Distillery, Speyside, UK



Mill Lane, Leicester, UK

## Example projects

### Portrush Public Realm

Portrush Public Realm aims to provide a safe, accessible, attractive and well-connected place for local people and visitors to enjoy, with increased economic benefits for local businesses. It is part of a wider revitalisation project which has transformed the town from an out of date, unattractive and inaccessible place. The scheme extends over eight streets comprised of new lighting, paving, art features and bespoke street furniture sympathetic to the outstanding natural environment around it.

### The Jubilee River

Our landscape and ecology teams oversee the management of the Jubilee River's rich and varied habitats, which include extensive areas of grassland, woodland and wetlands such as reedbed and grazing marsh. We apply innovative

survey techniques such as UAVs (drones) and a fully digital workflow to record, analyse and report on the success of our work. Our work also maintains the attractive cycling and pedestrian routes, boardwalks and viewing areas, delivering social and environmental benefits for local communities.

### HMRC India Buildings, Liverpool

Technical advisor for the categories A and B refurbishment of this 10-storey Grade 2 listed building in the heart of Liverpool, to provide office accommodation for HM Revenue & Customs (HMRC). Supported at ground floor level by retail spaces, along the grand arcade and a public hub within the Regency suite, the development focuses on the government's aspirations for inclusive design and the provision of high-quality office and public presentation spaces.

### UPS—Airside Logistics Hub, East Midlands Airport

Currently on site, this project has required us to undertake the technical design for the facility and be involved in the on-site monitoring and site meetings as well as reviewing the other disciplines and manufacturers' proposals and responding to on-site queries.



[Architecture Overview](#)



# Surveying, Project Management and Consulting

“  
Since my first day at AECOM, I have always felt part of a team, part of something bigger.”

Danielle, Project Management, Dublin



## Our services

- Quantity surveying
- Project management
- Building surveying
- Design management
- Transaction advisory
- Fiscal incentives
- Facilities management
- Process optimisation

## Key degrees we look for

Quantity surveying (we do consider non-cognate applicants)  
Building surveying  
Architecture  
Facilities management  
Project management

## Degree classification

Minimum 2:1 or equivalent

## Sponsorship towards

RICS  
CIOB  
SCSI

## Apprentice opportunities

Quantity surveying  
Building surveying  
Project management  
Level 6



22 Bishopsgate, London, UK



The Shard, London, UK



RAF Marham, Norfolk, UK

## Example projects

### Soho Place, London

Cost management of a new build scheme in central London. The development comprises two buildings—a commercial building with retail at ground and basement levels and the first brand new theatre in London’s West End for 50 years, which are separated by public realm space. The project represents the largest construction contract signed by client, Derwent London.

### Royal Opera House Condition Survey, London

Full asset condition service in order to provide recommendations for the repair of the historic ROH and Production Workhouse. The project encompasses building and MEP services for the life cycle profiling of the buildings to determine the condition of the fabric and MEP assets. With support from AECOM’s heritage consultants, our surveyors

are collecting data using Kykcloud via iPads, a highly intuitive software package that translates output directly into reports.

### Courts Services Ireland

Surveying 66 courthouses in Ireland, many of them heritage buildings. The surveys assess the condition of the buildings, identify backlog maintenance issues and provide a 20-year life cycle costing. Part of the survey includes a measured survey and the preparation of floor plans. Any issues relating to statutory compliance are also identified.

### LinkedIn EMEA HQ

Our Dublin-based PM team defied market norms, delivering a cutting-edge 17,650 sqft EMEA HQ 100 per cent on-time, 100 per cent on-budget and with 100 per cent client satisfaction. This was LinkedIn’s first building constructed outside the

USA, and we were the fully-integrated turnkey service provider of the EMEA HQ. Our work commenced at the very start, from site search, technical due diligence and site acquisition to designing, costing, procuring and managing works on site. Impeccable planning, communication and collaborative technologies were key to delivering this project on time and on budget. LinkedIn were so impressed with our performance that they are replicating the Dublin Model globally; and we are now actively rolling out commercial projects in Ireland, UK, Continental Europe; and are in discussions to advance a rollout in the Americas and APAC.



[Project Management Overview](#) | [Quantity Surveying Overview](#) | [Interview with Sam](#)



## Geotechnical and Tunnelling

“

I've really enjoyed helping set up an Early Careers Network in our Glasgow office to encourage networking and communication between teams.”

Claire, Ground Engineering, Glasgow



### Our services

- Geotechnical
- Engineering geology
- Tunnelling

### Key degrees we look for

Civil engineering  
Engineering geology  
Tunnelling engineering  
Soil mechanics  
Geotechnical Engineering

### Degree classification

Minimum 2:1 or equivalent

### Sponsorship towards

ICE  
GEOLSOC  
IStructE  
IOM3



Lee Tunnel, London, UK



Jeddah Stormwater Drainage, Saudi Arabia



Lyme Regis Flood Defence, UK

### Example projects

#### Hinkley Point C, Onshore Tunnels and Shafts, Nuclear New Build

Detailed design and construction support to a network of cooling water tunnels and shafts for the two new power station reactors. The design included sprayed concrete lining, rock bolt support and precast concrete segments. Construction support also focused on the tunnel boring machine launch, while complex three-dimensional finite element models were produced to understand the interactions between adjacent structures and earthworks.

#### Eden Brows Landslip, Settle and Carlisle Line, Cumbria

A major landslip damaged the railway line during its construction in the late 1800s. Following the intense rainfall of Storm Desmond during Winter 2015/16, the relic landslip was re-activated, causing substantial damage and closure of

the railway. We carried out studies, ground investigations and design of the £25 million repair works, which involved a deep-bored pile retaining structure. Completion of the works and reopening of the line was marked by a visit from the Flying Scotsman.

#### City of Liverpool Cruise Liner Terminal

Design and supervision of a technically advanced and multifaceted ground investigation for the new terminal. We tailored a ground investigation to suit the proposed structure, using numerous innovative investigative methods seldom utilised in the overwater environment. The site setting was particularly challenging, working within both a bustling city centre and the congested and environmentally sensitive River Mersey.

#### Lyme Regis Phase IV

Environmental improvements, detailed design of slope stability improvements and supervision of the installation of 2500 soil nails, slope stabilising piles and a contiguous anchored pile wall with a series of sub-horizontal drilled drains behind the wall. The scheme also involved the construction of a new sea wall. All the works carried out at a site with national and International heritage status.



[Ground Engineering Overview](#)



# Environment

“

I'm providing stakeholder engagement support on Phase 2 of the Leeds Flood Alleviation Scheme, which will provide a 1-in-200-year level of protection along the River Aire.”

Sammun, Stakeholder Engagement, Leeds



## Key degrees we look for

- Environmental science, environmental management/impact assessment
- Geographical information systems
- Natural sciences (botany, zoology, ecology)
- Earth sciences
- Environmental economics
- EIA
- Environmental engineering
- Acoustics
- Air quality
- Archaeology
- Town planning
- Landscape architecture
- Hydrogeology
- Geography
- Physics
- Chemistry
- Geo-science
- Sustainability
- Carbon management
- Applied and environmental geology
- Aquatic ecology
- Waste management
- Geomorphology
- Wildlife conservation
- Species identification
- Sociology
- Social sciences
- English
- History
- Politics
- Law

## Degree classification

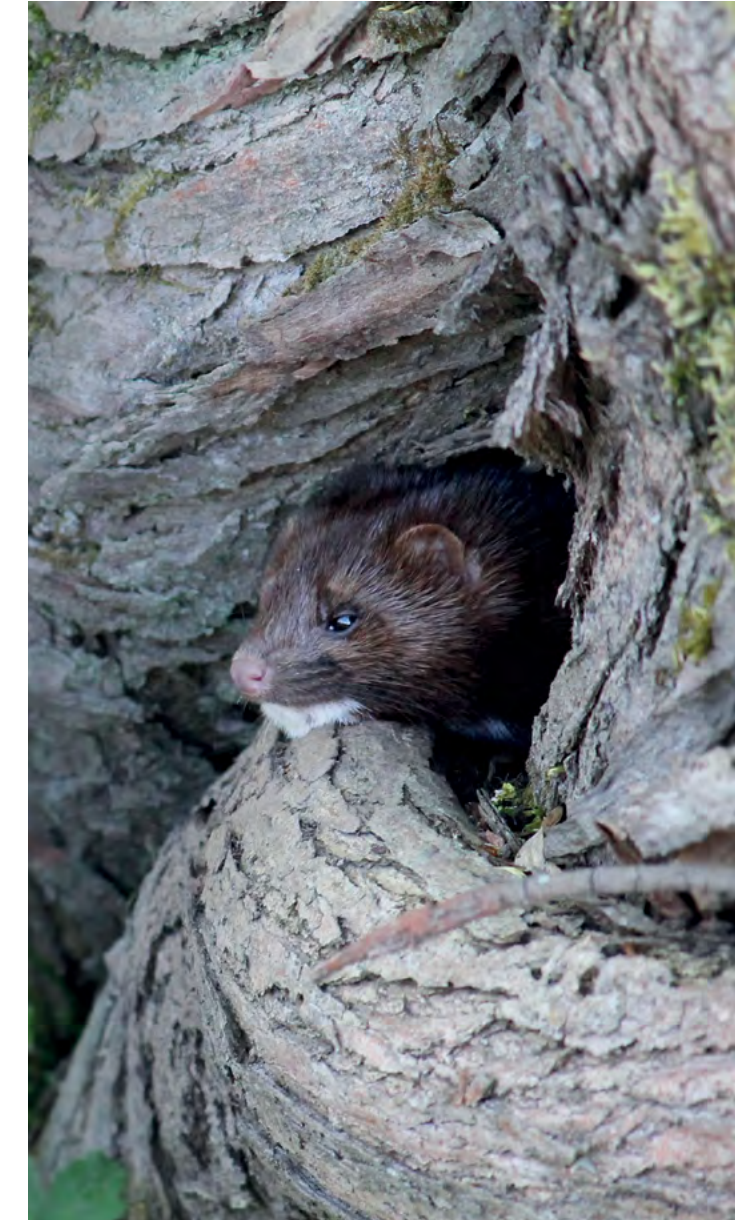
Minimum 2:1 or equivalent  
Masters preferred for some disciplines

## Sponsorship towards

- AA
- CIEEM
- CifA
- CIWEM
- CIWM
- CMet
- GEOLSOC
- GSL
- IAQM
- ICF
- IEMA
- IEI
- IES
- IFM
- IGI
- IOA
- ICRS
- LI
- RGS
- RTPI

## Apprentice opportunities

Environmental practitioner Level 6  
Acoustics Level 4



## Stopping alien invasions

Our invasive non-native species (INNS) technical team provides specialist and integrated management services at all scales—from surveys and herbicide treatments on single sites to planning long-term management for major landholdings. It is at the forefront of current research and plays a key role in developing best practice in the UK. The team is supported by more than 120 AECOM ecologists, many with detailed INNS knowledge and experience, enabling AECOM Ecology to mobilise INNS teams for large-scale projects such as HS2.

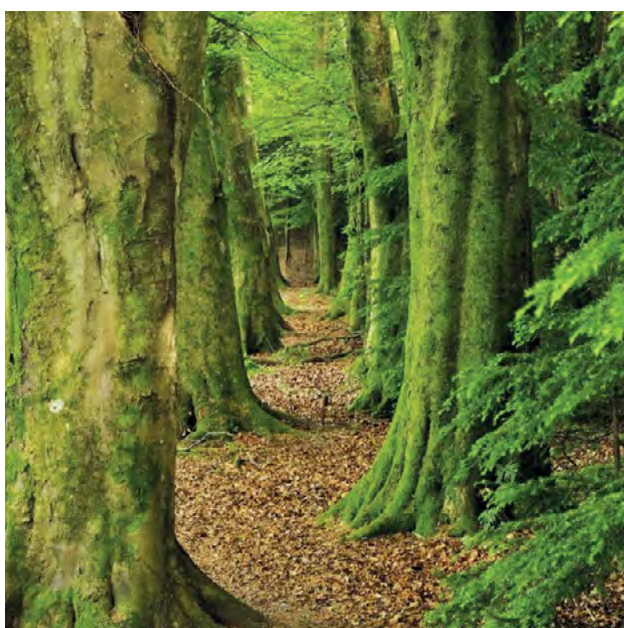
## Our services

- EIA, SEA and ESHIA
- Remediation
- Ecology
- Climate change
- Air quality
- Acoustics
- Sustainability
- Archaeology
- GIS
- Stakeholder engagement
- Groundwater
- Hydrogeology
- Hydromorphology
- Carbon management
- Applied and environmental geology
- Arboriculture and forestry
- Landscape architecture
- Environmental economics
- Environmental policy
- Corporate EHS services
- Environmental due diligence
- Acoustical engineering
- Aquatic ecology
- Geomorphology
- Town planning
- Waste management
- Water science



[Environment Overview](#) | [Interview with Eloise](#)

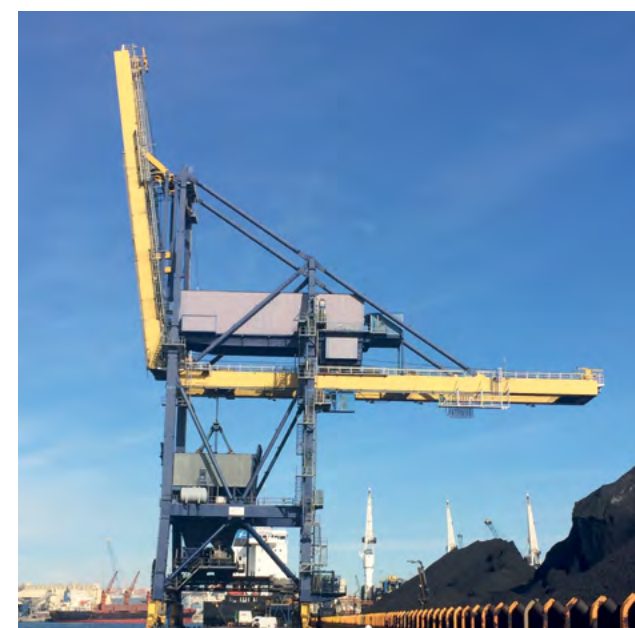




Forest Enterprise, England  
Natural Capital Group



DuPont, Derry, Northern Ireland



Assets reviewed in Due Diligence project



Natural Capital Laboratory

## Example projects

### Natural Capital Laboratory

We are committed to putting our research into practice, and, to this end, we are leading an ambitious pro bono project with conservation charity The Lifescape Project. Through the Natural Capital Laboratory (NCL), we are restoring natural ecosystems on a 100-acre site in Scotland, encouraging people to connect with nature, and supporting species reintroductions in the area. Alongside this, we are using the site as a testbed to undertake experimental techniques to quantify, measure and communicate environmental and social change on the site, including the use of drones, artificial intelligence and virtual reality.

### Nent Haggs Mine Water Treatment Scheme

We prepared the environmental statement associated with the installation of a mine water treatment

scheme to treat mine water discharging from the Haggs Mine Adit at Nentsberry near Alston, Cumbria. Our technical specialists assessed the environmental implications of the scheme during its construction and operation and defined a range of measures to avoid and reduce impacts upon this extremely sensitive and important ecological area.

### DuPont

Since 2015, we have been working with DuPont to investigate a seven-hectare historic lime deposition area in Derry, Northern Ireland, to inform a future improvement/reconversion scheme for the site. AECOM's technical experts designed a staged site investigation methodology, where the results of each stage informed the scope of the next. The site investigation works included electromagnetic survey, Cone Penetration Test (CPT) including

Membrane Interface Probe (MIP) coupled with a Hydraulic Profiling Tool (HPT), drilling and trial pitting, multi-level monitoring well installation, soil/groundwater/surface water/air and gas monitoring and passive flux meter (PFM) installation.

### Air Quality and Odour Assessment (Thames Tideway Tunnel)

London's new 25 km 'Super Sewer' will reduce sewage overflows into the River Thames and improve its water quality. We used advanced modelling techniques to assess air quality impacts from construction activities and emissions from construction vehicles, plant and barges. We also monitored dust before and during construction to ensure agreed working practices were minimising dust. Potential odour impacts when the tunnel is finished were also modelled to help refine the design and ensure odour levels can be managed.

### Management of Legacy Contamination at a Timber Treatment Facility

We have been involved at the PDM Ltd site since 2014, investigating and developing a solution to surface water and groundwater contamination issues associated with historical soil contamination from PAHs at their facility in Ireland. An extensive site investigation and the installation of dual-level monitoring wells for ground water sampling allowed the team to develop a strong conceptual site model (CSM) and identify key areas for intervention. Two main types of contaminant distribution were identified affecting water quality at the site. Hot-spots of contamination affecting groundwater were present locally near areas where historical spills occurred. Additionally, an area where low levels of diffused contamination were observed was understood to affect surface water quality in a nearby drain.

Remediation was complicated by the fact that this is the only facility

of its kind in Ireland and by the nature of the contaminant of concern, creosote: a dense, non-aqueous phase liquid (DNAPL) for which relatively minimal literature exists. Additionally, aging of the drainage infrastructure was identified as a main factor contributing to non-compliant surface water discharges and overloading of the site wastewater treatment plant (WwTP).

This was a truly multidisciplinary project where a holistic approach was taken to remediate ground contamination while at the same time improving discharge water quality and drainage performance. Multiple disciplines, from process and civil engineering to ecology and environmental science, collaborated to develop the scope of the remedial effort, which ranged from the installation of a Hydraulic Containment System, protecting groundwater, to the construction of new drainage infrastructure, including Sustainable Urban Drainage Systems (SuDS) and soil stabilisation solutions.

## Ecological Innovation

AECOM ecologists work on many stages of small-, medium- and large-scale projects, delivering data and proposals through a number of specialist and industry-leading methodologies. A large proportion of the work currently being done by the central England ecology team is advanced bat surveys on the HS2 project. Trapping, tagging and tracking bats provides far more robust and detailed datasets than traditional methods. This approach ensures that mitigation strategies on landscape-wide projects such as HS2 are more than just adequate in conserving the protected species within our environment.

Our ecologists use technology to benefit themselves and the environment; drones allow visual access to high risk sites and often identify the presence of key species, such as otter and water vole; thermal imaging cameras allow more accurate bat sightings with the use of fewer surveyors working throughout the night.

For graduates seeking a more desk-based career, the green infrastructure team brings together architecture, engineering and the ecological sciences to create landmark structures such as green bridges. Many of these impressive projects would not be possible without the graphics, visuals and virtual reality scenes created by our in-house visualisation teams.

 [Apply now](#)

**AECOM**



## Design and Planning

“

I have amazing support for my professional and personal growth. I have the opportunity to be around fantastic and inspiring people working on very interesting projects.”

Marta, Interior Design, Glasgow



### Our services

- Urban design
- Master planning
- Town and urban planning
- Economic development
- Architecture
- Landscape architecture
- Interior design and workplace strategy

### Key degrees we look for

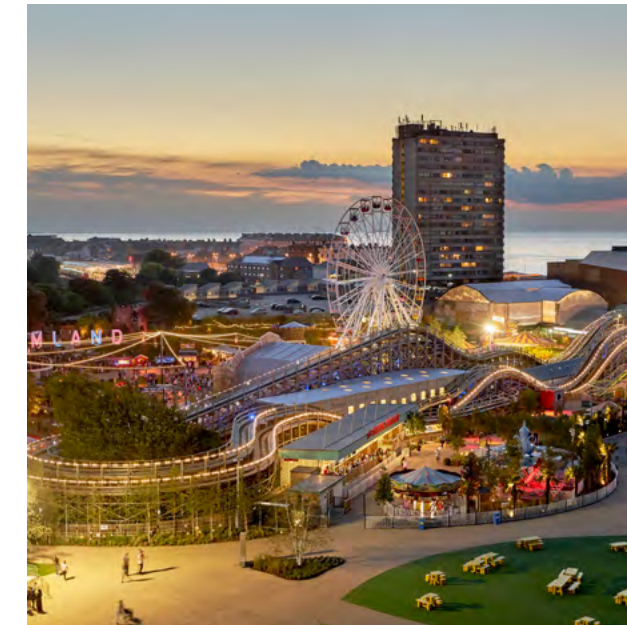
- Urban design
- Town/urban planning
- Economics
- Geography
- Interior design
- Architecture (part 1&2)
- Landscape architecture

### Degree classification

Minimum 2:1 or equivalent

### Sponsorship towards

- RTPI
- IPI
- RIBA
- LI



Dreamland, Margate



London 2012 Olympic and Paralympic Games, UK



BBC Media City, Salford, UK

### Example projects

#### A5 Housing Infrastructure Fund Bid, Warwickshire

The team was involved in leading and writing the economic case for the scheme's bid to the Housing Infrastructure Fund, working closely with the transport modelling team and sub consultants. This includes developing a land value uplift model to monetise the benefits of the scheme for Warwickshire, developing the strategic case for the bid and identifying market failures and how the scheme addresses them.

#### Portrush Public Realm

Portrush Public Realm aims to provide a safe, accessible, attractive and well-connected place for local people and visitors to enjoy, with increased economic benefits for local businesses. It is part of a wider revitalisation project which has transformed the town from an out-of-date, unattractive and

inaccessible place. The scheme extends over eight streets and includes new lighting, paving, art features and bespoke street furniture sympathetic to the outstanding natural environment around it.

#### Gasworks Northern Fringe Masterplan

We have been working with Belfast City Council and Consarc Design Group to develop a mixed-use masterplan to regenerate the largest brownfield city centre site within the Council's ownership. We facilitated a robust community consultation and stakeholder engagement process over a period of six months to ensure that the interests of local residents, neighbouring commercial businesses and the interests of the city were considered during the process. We are now working towards submission of an outline planning application for consent for the principle of

uses identified in the masterplan. The planning application is a demonstration of the multidisciplinary approach that we can offer in house. We are currently working with colleagues from transportation, environment, civil engineering, ecology and archaeology to deliver the technical expertise to support this important scheme for the city.

#### Rolls-Royce, UK-wide

We are Rolls-Royce's planning advisor across its UK sites. We secured permission for a site-wide masterplan for Derby Aerospace Campus and continue to secure various permissions as the company modernises and consolidates its estate.

# Water Engineering and Consulting

“

With our sustainable trenchless approach to rehabilitate sewers, I'm helping to improve social outcomes for communities.”

James, Water, Belfast



## Our services

- Wastewater
- Water resources
- Flood prevention
- Dam structures
- Hydrogeology
- Coastal
- Ports and marine
- Hydrology

## Key degrees we look for

- Civil/structure
- Mechanical
- Electrical
- Marine
- Coastal
- Hydrogeology
- Geography
- Water-related degrees
- Hydrology

## Degree classification

Minimum 2:1 or equivalent

## Sponsorship towards

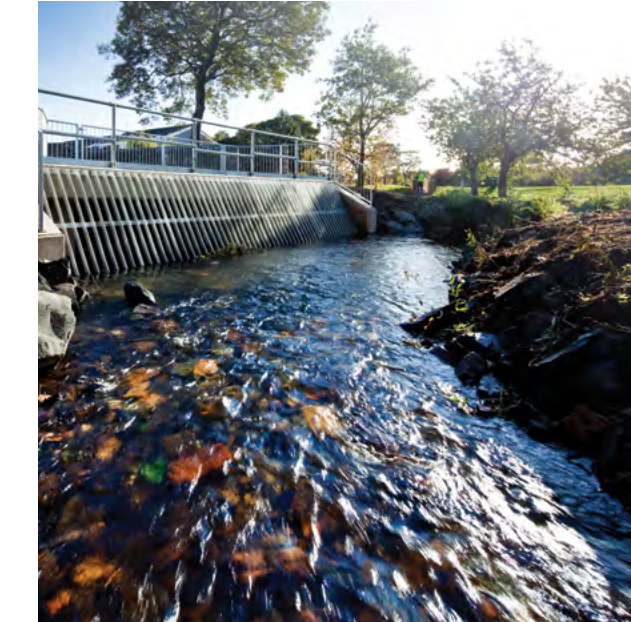
- ICE
- IStructE
- IMechE
- IET
- CIWEM

## Apprentice opportunities

- Civil
- Mechanical
- Electrical
- Levels 3-6



Spenn Valley Wastewater Treatment Works, Yorkshire, UK



Brain Burn Flood Defence, Edinburgh, UK



Omdurman Water Supply, Sudan

## Example projects

### National Sewers Asset Management

Irish Water and Northern Ireland Water must deliver safe and sustainable infrastructure for public good while balancing cost, risk and performance. Our team has applied asset management best practice for Irish Water to prioritise and deliver rehabilitation solutions for sewerage assets. We bring asset planning, prioritisation, project management delivery and site supervision for hundreds of kilometres of sewerage network assets. By proactively increasing infrastructure lifespans, the team strives to be good stewards of Ireland's infrastructure asset legacy.

### Stillorgan Reservoir Upgrade Project

After almost 150 years serving the community, the Stillorgan Reservoir will be modernised to adequately

meet current requirements and the needs of future generations. This is a priority project for Irish Water and necessary to ensure a secure and sustainable supply of water to over 200,000 people in south Dublin. Our team is delivering full design services on this major resilience project in Ireland.

### North Glasgow Integrated Water Management Scheme, Scottish Canals

Bringing together Scottish Canals, Glasgow City Council and Scottish Water to transform Glasgow's centuries-old canal network into a modern water management scheme. Marrying digital technology with historic infrastructure, the project created a dynamic new stormwater runoff system for the city which serves several new housing regeneration schemes and has enabled real-time,

remote management of the canal's water levels.

### York Flood Alleviation Scheme, Environment Agency

Reducing flood risk to the City of York, this Environment Agency project aimed to improve the flood defences across the city whilst preserving the archaeological heritage. Our work evolved from options and cost-benefit analysis to detailed design including hydraulic modelling, river engineering, economic assessment, carbon calculations and stakeholder consultation.



[Water Overview](#) | [Interview with Heather](#) | [Interview with Isabel](#)



# Power and Energy

“

My team is very supportive in my journey as an apprentice, encouraging my move to a different university as the mode of delivery better suits my learning style.”

Haydia, Renewables, Glasgow



## Our services

- Thermal energy
- Renewable energy
- Transmission and distribution
- Nuclear structures and M&E (security clearance required)

## Key degrees we look for

Civil/structural  
Mechanical  
Electrical  
Renewables  
Chemical  
Energy/power-related degrees

## Degree classification

Minimum 2:1 or equivalent

## Sponsorship towards

IChemE  
IStructE  
IMechE  
IET

## Apprentice opportunities

Civil/structural  
Mechanical  
Electrical  
[All nuclear]  
Levels 3-6



Dounreay Nuclear Decommissioning, Scotland, UK



EirGrid Substation, Ireland



Black Law Wind Farm, Lanarkshire, UK

## Example projects

### Facebook Datacentre

AECOM completed the planning application to ABP for the first contestably built 220 kV substation in Ireland. This required system studies and preliminary electrical design. We then acted as the owners engineer for the 18-month construction phase of the substation. AECOM has completed the second planning application for another 220 kV substation at the same site. Construction began on this substation in summer 2019, for which we have completed the detailed electrical design for the 220 kV cable.

### EirGrid

We are on a framework contract with EIRGRID to provide the client engineer services for the construction of high voltage transmission infrastructure in Ireland.

### Castlebaggot 220 kV Substation

After completing a successful

planning application for EIRGRID, we were contracted by ABB to complete several detailed design elements for this project, including the Earthing study, Busbar forces calculations, HV cable ampacity calculations and HV cable installation drawings.

### Sellafield Pile 1 Diffuser Demolition

The project scope was to demolish the diffuser, a 1450 tonne reinforced concrete box section at the top of a 110 m high ventilation stack located in the heart of a congested nuclear facility. AECOM played a significant role as the lead designer responsible for developing a safe demolition strategy for this contaminated structure, demonstrating stability at all stages and designing the associated civil and structural works, mechanical, electrical and process engineering, including the design of the 150 m high tower crane, the tallest ever on the Sellafield site.

### Ghana Forestry Commission

Supporting the Ghana Forestry Commission to upgrade its IT equipment and implement solar technology. Better connectivity will assist the commission to meet international forestry governance standards.



Power and Energy Overview

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# Culture & Development

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**AECOM**

# Our two-year development programme

(2.5 years for our apprentices)

The ADVANCE programme is designed to help you build your career in AECOM. You will attend a number of instructor-led training sessions where you will meet and hear from people across the business and take part in a series of interactive activities to equip you with the knowledge and skills you need to succeed in your role. Alongside the instructor-led elements of the ADVANCE programme, you will also engage with an online curriculum via AECOM University and have the opportunity to join the ADVANCE webinar series.

## ADVANCE 1

- Introduction to the ADVANCE programme
- Meet senior leaders
- Building our brand and creating our culture
- ESG
- Wellbeing
- Freedom to Grow and flexible working
- Your career development
- Equity, diversity and inclusion

## ADVANCE 2

### Introduction to project delivery at AECOM

### Digital transformation

### Emotional intelligence

The session focuses on how we build and manage our professional relationships looking specifically at both collaboration and negotiation.

### Bidding at AECOM

## ADVANCE 3

### AECOM projects in action

Day 1

### Presentation skills

Days 2 & 3

### Lifecycle of an AECOM project

The final event takes delegates through the lifecycle of an AECOM project. Led by leaders from the business, the session challenges apprentices and graduates as they work with their project team to deliver a successful project. The event is closed with a simulated client meeting, where delegates play the AECOM representation and the Directors play the clients.

## OUTWARD BOUND

(APPRENTICES ONLY)

### Residential in Eskdale, Cumbria

Designed to support our apprentices in evidencing the behavioural competencies to achieve their end point assessment. Our apprentices are challenged in a variety of outdoors activities to encourage professional development and self learning.

“

At the Outward Bound week I got to network with other apprentices across the UK&I and try rock climbing, igniting a passion that I still do now with some peers at AECOM.”

Alim,  
Building Services,  
St Albans



**AECOM University**  
ADVANCE  
Learning Pathway



Gaining your  
**professional qualification(s)**



**Mentoring support**



**CSR**  
Corporate social  
responsibility days



Becoming a  
**STEM ambassador**



**Networking**  
with technical  
experts and peers



**Technical and software training**



**ALIS**  
AECOM library and  
information services



**Finance academy**

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**AECOM**

## Building meaningful and rewarding careers

Our philosophy on career development is simple: No matter where you are in your career, there's a path for you here at AECOM. We have four broad careers that you can explore. Employees are encouraged and empowered to develop their core skillset and capabilities and then explore different areas of our business to broaden their experience and perspectives.

## The four career paths

### Technical Excellence

Deliver our core design and consulting services; career advancement could include practice leadership or an AECOM Fellowship, which recognises thought leaders in our industry who make significant contributions to our company, clients and communities.

### Growth and Client Management

Work closely with clients, building strong relationships and developing new business opportunities as part of our growth strategy.

### Project and Program Management

Work closely with clients on planning, executing and overseeing activities across the project lifecycle or on large-scale and complex portfolios of projects.

### Business Area Leadership

Lead our business and workforce, overseeing a geographic area, business line or function.

career **paths**

No matter where you are in your career, there's a path for you here at AECOM.



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**AECOM**

# Our values

## Safeguard

We operate ethically and with integrity while prioritising safety and security in all that we do.

## Innovate

We think without limits and embrace new ideas, shaping digital solutions to help clients address current and future challenges.

## Deliver

We grow our business through relentless client focus, operational excellence and exceptional project execution.

## Sustain

We take action to make a positive impact on the planet, enrich the communities we touch and build legacies for future generations.

## Collaborate

We connect unrivaled expertise from around the world to anticipate and solve our clients' most pressing challenges.

## Thrive

We build diverse teams, create an inclusive workplace and provide opportunities where each one of our people can reach their full potential.



# Flexible Work Options

## Freedom to Grow

We're building a culture of flexibility, trust and performance. We offer flexible, hybrid work options through our Freedom to Grow philosophy, which supports employees in finding the balance they need to thrive and deliver their best for their team and clients.

## Our graduates & apprentices

You will split your time between working from the office and working from home, so you will have an element of both. However, we do try and get you into the office as much as possible early on in your career to support your learning and development and meet other graduates and apprentices on the programme.

## Monday to Friday

Our standard full time working hours are 40 hours per week Monday to Friday, or 37.5 hours in the Republic of Ireland. There will be occasions, such as working on a large bid with a tight deadline, where some extra hours may be required, but as a general rule you will not be expected to work evenings or weekends; this is your time to relax with your family and friends.



*I utilise Freedom to Grow to work flexibly; predominantly I work at home and adapt my days to suit me. Due to my Scout volunteering commitments, I often have at least one shorter working day a week and adjust my hours on other days to accommodate this. Freedom to Grow was particularly beneficial while completing my degree, as I could work around my coursework."*



**Meg,**  
Streets,  
Glasgow



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# Wellbeing

## A culture of care

Wellbeing is a key priority for AECOM and is closely aligned with ED&I from our work with Employee Resource Groups up to our CEO, our Wellbeing Executive sponsor. We strive to create a culture of care where all employees can Thrive and wellbeing is embedded into our day-to-day working practices.

Our vision for Wellbeing is to develop a sustainable culture of caring, where we are all encouraged to talk about mental health and collectively address any barriers to our people bringing their best selves to work. We achieve this through our Wellbeing Strategy, which focuses on three core pillars: Be well (Employees), Support well (Managers) and Lead well (Leaders).

As an employee joining AECOM, you will have access to a range of wellbeing support and benefits.

As well as supporting your own wellbeing, our Leaders and Line Managers are accountable and have the tools and commitment to support employees' wellbeing at all stages, creating a working culture where people feel engaged, connected and supported.



Freedom to Grow has improved my mental health. I can start earlier or work through lunch, and use this time to take a bike ride into the Peak District."



**Chris,**  
Highways,  
Chesterfield



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# Equity, Diversity & Inclusion

## When we're free to be ourselves, we thrive

We are committed to advancing equity, diversity and inclusion (ED&I) within AECOM and our industry. We are open-minded and welcoming of various points of view—diversity of thought and ideas is what ultimately contributes to better outcomes for our clients and the communities we serve.



### Building diverse talent

We're ensuring, through our recruitment efforts, that our teams reflect the diverse communities we serve, holding leaders accountable for our commitments and partnering with nonprofit organisations and universities to build a diverse talent pipeline for the future.



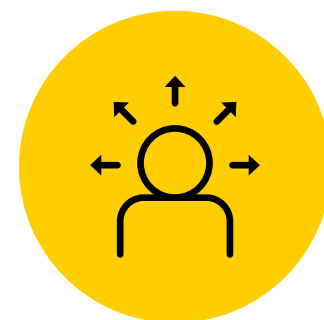
### Expanding understanding

We're encouraging respect and empathy among employees through ERGs, ED&I events and celebrations, unconscious bias and inclusive hiring training, and family-friendly benefit policies.



### Enriching communities

We're supporting communities through pro bono work, volunteerism, philanthropy and strategic partnerships.



### Thinking without limits

We're prioritising social equity and impact in every project we pursue and in every innovative solution we deliver.

AECOM Detroit office mural by architect and muralist Torri Smith creates a vibrant focal point for employees and clients to gather and work together and celebrates the city's rich and diverse culture.



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**AECOM**

# Equity, Diversity & Inclusion

## Award-winning employee resource groups

Our employee resource groups (ERGs) help strengthen the connections between us and the communities we serve. They provide rich opportunities for the exchange of ideas and powerful dialogue, professional networking and development, talent attraction and philanthropic impact.

Our Americas ERG programme was recognised with a Business Achievement Award from the Environmental Business Journal. The award acknowledged the ERG programme for creating a sense of belonging and generating an inclusive environment at AECOM in support of our equity, diversity and inclusion pledge: When we feel free to be ourselves, we thrive.

Our Ethnic Diversity Network ERG received a “highly commended” recognition for Outstanding Employee Resource Group in the European Diversity Awards, which recognise individuals and organisations whose outstanding leadership has made a genuine difference to the equality, diversity and inclusion agenda.



**BeBold: Americas**  
Black Community



**Beyond Abilities: Americas, Europe & India**  
Community for Disabled, Neurodiverse and Caregivers



**Connect: Americas, Asia, Australia and New Zealand**  
Early Career Professionals



**Ethnic Diversity Network: Europe and India**  
Community for Ethnic Minorities



**Gender Alliance: Europe & India**  
Community for Gender Empowerment



**JUNTOS: Americas**  
Hispanic/Latinx Community



**MOSAIC: Americas**  
Asian Pacific Islander Community



**Pride: Americas, Europe, Australia and New Zealand**  
LGBTQ+ Community



**Veterans Alliance: Americas**  
Veterans Community



**Women's Leadership Alliance: Americas**  
Community for Gender Equality



The way AECOM celebrates ED&I creates a positive and safe environment where everyone can truly be their authentic selves; where everyone is not just seen, but valued.”



**Kendall Williamson**  
Manager,  
Community Relations, CM



The world of employee resource groups are full of intersectionality. We are not just one thing—and that’s what makes us great. The wonderful part about this program is that we are seen.”



**Matt Talley**  
Senior Vice President,  
DHS/FEMA Client  
Account Manager

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# Salary & Benefits

West Cork Arts Centre

[Apply now](#)



# Our Benefits



**Private medical insurance**



**25 days' annual leave**  
+ you can buy up to 10 days or sell up to 5



**Flexible benefits**  
(lifestyle discounts and cashback)

**2**

**paid social value days a year**



**Free advice**  
on finance, legal and medical concerns



**Annual season ticket loans**  
and cycle to work scheme



**Life assurance**



**MyStrength**  
assisting with wellbeing



**Income protection**  
(after 12 months service)



**Company contributory pension scheme**



15 days' paid leave a year for formally signed-up **reservists\***

\* AECOM has been recognised as a Gold Employer by the Ministry of Defence for our work with the Armed Forces Covenant.

## Starting salaries and progression

### Bi-annual salary review whilst on the development programme

You will be eligible for bi-annual salary reviews, with the first subject to your start date. The idea of bi-annual reviews is to allow the business to review your salary regularly to ensure it remains competitive subject to your performance.

#### Graduates: Great Britain

Starting at £28,500 for bachelors (£29,500 in the south east) to £30,500 for masters (£31,500 in the south east). For our project management and surveying roles we pay £31,500 for London and £28,500 for all other locations.

#### Graduates: ROI

Starting at €33,000 for bachelors (€34,000 in Dublin) to €35,000 for masters (€36,000 in Dublin). For our project management and surveying roles we pay €36,000 in Dublin and €33,000 for all other locations.

#### Graduates: Northern Ireland

£27,500 for bachelors to £29,500 for masters. For our project management and surveying roles £28,500.

#### Apprenticeships (Great Britain and Northern Ireland only)

We are committed to paying our apprentices the Real Living Wage across the UK. Those starting in year 1 of a level 3, 4, 5, or 6 apprenticeship will start on 24,960 in London & Croydon or £22,780 for all other UK offices. Your salaries will progress, subject to performance and location, up to 31.5k-35.5k for those that complete a level 6 degree apprenticeship.

[Apply now](#)



# Application & Assessment



Luas Tram, Dublin

[Apply now](#)

**AECOM**

# How to Apply – Graduate Roles

## 1 Online registration

🕒 25-35 minutes

There is a short online registration to enter your details and to demonstrate your suitability and passion for the practice area(s) you select.

Apply at [aecom.com/careers](https://www.aecom.com/careers). Select 'graduate' in the keyword box.

On the left sidebar, you can filter by UK or Ireland.

There is no application deadline so please apply as soon as possible.

## 2 Situational judgement test

🕒 25-30 minutes

Our online, engaging and interactive assessment, bespoke to AECOM and designed with the help of our graduates, helps us assess how you would react in scenarios likely to happen at AECOM. You will be presented with 11 scenarios and asked to identify the most and least appropriate response from four possible options.

## 3 Final stage assessment

🕒 2+ hours

If successfully shortlisted for the final stage, you will be invited for a technical assessment or full assessment day with the team you are being considered for. More details will be shared with you upon invitation to this stage.

### 💡 Useful tips

Please consult the various job descriptions before starting your application, as these will indicate which practice areas you can apply to, based on your degree.

You can only submit one application, but we will consider you for all relevant open opportunities.

When completing the Situational Judgement Test, answer the questions honestly; don't try to second guess what you think we want to hear.

In preparation for the final stage assessment, make sure you can demonstrate your knowledge of AECOM, your knowledge and expertise relevant to the team you are applying to and your passion and enthusiasm. Come prepared with some insightful questions.

If you are totally flexible on office location, please select the 'totally flexible' option.

Effort invested in your application form is so important. Use it to really sell your work experience and/or transferable skills, and in the free text question towards the end of the form, really sell your passion for the practice areas you have selected and your skills and knowledge relevant to these areas.

### Equal opportunities

We are an equal opportunities employer, committed to creating a work environment that values diversity and positively encourages applications from suitably qualified and eligible candidates from all walks of life. All applications will be considered on merit alone.

Any questions?

Please email us at:

[grad\\_recruit.europe@aecom.com](mailto:grad_recruit.europe@aecom.com)

The Hub, University College Cork

➔ Apply now

**AECOM**

# How to Apply – Apprentice Roles

## 1 Online registration

Applying is easy: register and submit your CV and covering letter online for the apprenticeship you're interested in.

Search for roles at [www.aecom.com/uk/apprentice](http://www.aecom.com/uk/apprentice).

Applications open in September/October each year, with successful applicants starting the following summer.

There is no application deadline so please apply as soon as possible.

## 2 Interview

Successful applicants are invited to attend an interview at the office to which they applied or over Microsoft Teams. During the interview, candidates will be tested on their teamwork and communication skills and on their technical knowledge gained from previous education or work experience.

For some roles, we ask applicants to complete a written technical assessment, specific to the team they are applying to. We completely understand most school leavers will have little or no experience, so don't worry, we don't expect you to be experts.

### Useful tips

In preparation for your interview, make sure you can demonstrate your knowledge of AECOM and the team you are applying to. Do your research!

Make sure you can demonstrate your passion for working for AECOM, and for the specific job that you've applied for. You can demonstrate this in a cover letter and in your interview. Why are you interested? What are your relevant skills and experience? What are your long-term ambitions?

Be ready to talk about your teamworking abilities, problem solving and communication skills.

Come prepared with some insightful questions to ask at the end of the interview. Again, this really helps to demonstrate your passion for the role and AECOM.

### Equal opportunities

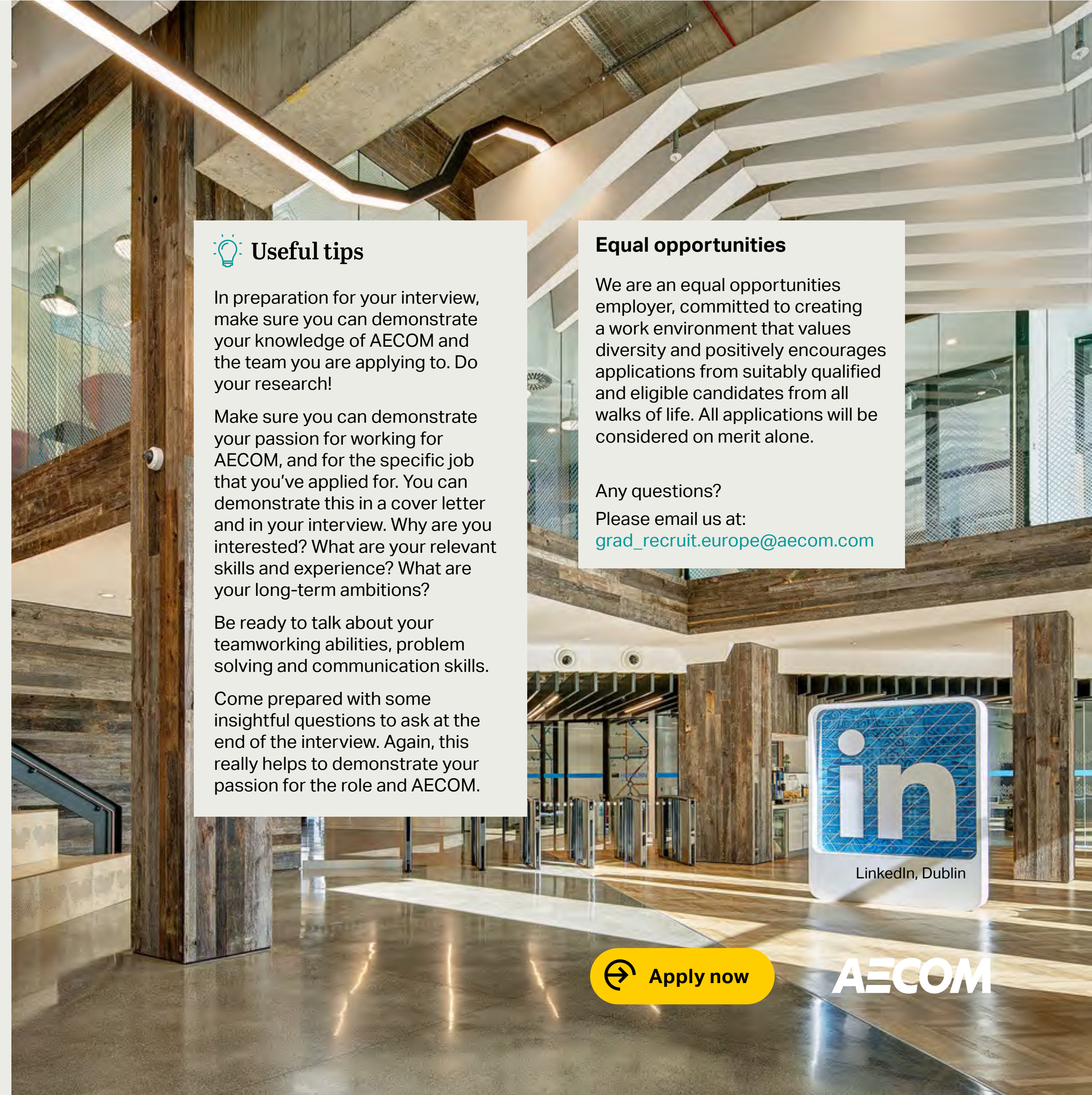
We are an equal opportunities employer, committed to creating a work environment that values diversity and positively encourages applications from suitably qualified and eligible candidates from all walks of life. All applications will be considered on merit alone.

Any questions?

Please email us at:  
[grad\\_recruit.europe@aecom.com](mailto:grad_recruit.europe@aecom.com)

 Apply now







# Apprenticeships

Canary Wharf, UK

[Apply now](#)

**AECOM**

# Why choose the apprenticeship route?



## Apply 'live' projects to your study

You will typically be on day-release, block-release, or distance learning, with the opportunity to put your academic learnings into practice on 'live' projects, a much more effective way of learning for some people.



## Same timeline as graduates

It takes the same time for apprentices to complete their professional qualification as it would if they attended university full time and then joined a graduate programme. You will also have 3-5 years more experience than a graduate.



## Earn while you learn

You will earn an immediate annual salary of £24,960 in London & Croydon or £22,780 for all other UK offices.



## Avoid student debt

We cover all college and university fees, as well as professional membership and professional qualification interview and exam fees.



## Apprentice community

We have several hundred apprentices going through the same process, supporting each other, and socialising and networking through our early careers networks across the UK & Ireland.



## Gain a professional qualification

We support all our apprentices towards the relevant professional qualification with institutions such as the ICE, IET, IMechE, TPP and RICS.



## Build experience and technical knowledge

Work alongside and learn from industry experts, and develop your technical knowledge while you study.

“

The career development I have gained whilst working at AECOM has been phenomenal.

I came to AECOM as a complete empty book with no experience at all, and in this short amount of time I have gained so much experience while doing my degree apprenticeship.

I have been given the opportunity to work on exciting new schemes, influencing the shape of the highway network and improving various local communities around the UK.

I also love the freedom AECOM offers its staff through flexible working between the office and at home, helping me fit in my football commitments outside of work.”



**Benjamin,**  
Streets,  
Manchester

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**AECOM**

# AECOM's apprentice schemes

## Transport planning

- Levels 3 & 6
- Minimum entry requirements 5 GCSEs or equivalent, including maths & English grade C/4 or above.
- Work towards EngTech then IEng accreditation with TPP.

## Engineering

*(civil, structural, mechanical, electrical)*

- Levels 3-6
- Minimum entry requirements 5 GCSEs or equivalent, including maths & English grade C/4 or above.
- Work towards EngTech then IEng accreditation with ICE, IMechE, IET, or CIBSE

## Surveying and project management

- Level 6
- Minimum entry requirements 96 UCAS points.
- Work towards APC accreditation with RICS.

## Environmental practitioner

- Level 6
- Minimum entry requirements 96 UCAS points. Geography, sciences, maths preferred subjects.
- Can work towards several accreditations such as Practitioner with IEMA and Member with CIWEM.

## Acoustics

- Level 4
- 3 A-Levels at grade C (or equivalent) and above including maths and a science, or an Access Level 3 qualification worth 48 UCAS points (must include maths), or a Level 3 Technician Apprenticeship or a BTEC National Diploma (MPP).
- Work towards EngTech with Engineering Council.



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**AECOM**



# Summer & Industrial Placements

Belfast Streets Ahead, UK

[Apply now](#)

**AECOM**

# Summer & Industrial Placements

## Offices

Please refer to page 6

## Get ahead with work experience

Each year, we offer around 150 summer and industrial placement opportunities across the UK and Ireland. Our summer placements tend to be 6–12 weeks and our industrial placements 6–12 months. This will give you the opportunity to develop your technical and industry knowledge, and to experience the AECOM culture.

It also gives you the opportunity to demonstrate your skills and attributes, which may lead to a permanent graduate opportunity upon graduation.

London and Croydon

**£24,960**

Pro Rata - Summer & industrial placements

Rest of the UK

**£22,780**

Pro Rata - Summer & industrial placements

Republic of Ireland

**€22-23k**

Pro Rata - Summer & industrial placements

## How to apply

Applications open from October onwards. You can search for 'placement' opportunities at [aecom.com/jobs](https://www.aecom.com/jobs), where you can apply to any roles of interest by submitting your CV and cover letter if you have one. If you can't find any roles of interest you can enquire about potential opportunities at:

[grad\\_recruit.europe@aecom.com](mailto:grad_recruit.europe@aecom.com)

## Where we have opportunities

Transportation  
Engineering and planning  
Environmental consulting  
Building engineering and consulting  
Water engineering and consulting  
Surveying and project management  
Geotechnical and tunnelling engineering  
Design, planning and economics  
Landscape architecture and architecture

Lyme Regis, UK

 **Apply now**

**AECOM**

**At AECOM, we're delivering a better world.**

We believe infrastructure creates opportunity for everyone. Whether it's improving your commute, keeping the lights on, providing access to clean water or transforming skylines, our work helps people and communities thrive.

Our clients trust us to bring together the best people, ideas, technical expertise and digital solutions to our work in transportation, buildings, water, the environment and new energy. We're one global team—47,000 strong—driven by a common purpose to deliver a better world.

**Here, you will have freedom to grow in a world of opportunity.**



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- [instagram.com/aecom](https://instagram.com/aecom)
- [linkedin.com/company/aecom](https://linkedin.com/company/aecom)
- [pinterest.com/aecomtechnology](https://pinterest.com/aecomtechnology)
- [twitter.com/AECOM](https://twitter.com/AECOM)
- [youtube.com/user/AECOMTechnologyCorp](https://youtube.com/user/AECOMTechnologyCorp)

