

AECOM

**WHERE DO
YOU SEE
YOURSELF?**

AECOM

**GRADUATE CAREERS
UK & IRELAND**



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COVER IMAGE: Graduate structural engineer Olivia Wall on site at the 2015 Serpentine Pavilion in London.

THIS JOB WILL BE WHAT YOU MAKE IT



Steve Morriss
Chief Executive,
Europe, Middle East,
Africa and India

I know that after years of study, you now feel excited and apprehensive about what the next few years might hold. I certainly felt that way.

I hope your next step will be to choose AECOM. We invest heavily in the quality of our graduate programme — of course we do, it's designed to equip our future leaders. We have 1,100 graduates across the UK and Ireland learning from some of the most talented and renowned experts in their field. We are taking on a further 450 graduates in 2015-16 to further diversify our workforce. And we are considered among the UK's top employers in the UK, featuring on The Times Top 100 list.

I remember my first job as a graduate civil engineer. I had to work out why the shelves in a shop in Taunton had collapsed. Not the kind of world-changing brief I had in mind when I left Bristol University, but it actually turned out to be quite an interesting start. And more impactful projects soon followed!

There are many reasons for choosing AECOM. As a company we are responding fast to the fact that since we live in an interconnected and challenging world, new thinking is called for. The global population is growing, yet resources are finite and carbon emissions are already way too high. AECOM gets the bigger picture, uniting clever ingenuity with global experience. Our focus is to realise our clients' boldest ambitions.

This job will be what you make it. If you bring passion, creativity, a commitment to the highest standards and outstanding technical skills, then AECOM will provide you with a strong start to a fulfilling career. I would hope that you find yourself working on some of the most high-profile development and infrastructure projects in the world. And — I can promise — having a lot of fun along the way.

Our markets

Commercial
Education
Government
Healthcare
Industrial
Leisure
Oil, Gas & Chemicals
Power
Sports
Transportation
Water

Our services

Architecture
Building Engineering
Construction Services
Design and Planning
Economics
Environment
Facilities Management
Health and Safety
Infrastructure
Masterplanning
Programme Management
Project & Cost Management
Water

**IT'S ONE THING TO
IMAGINE A BETTER
WORLD. IT'S ANOTHER
TO DELIVER ONE.**

Helping clients to see further and go further.

We live in a challenged and overheating world, and new thinking is needed now more than ever.

It's why, at AECOM, we encourage all of our people to take a fresh approach to the work they do. This means not only being able to take a project from beginning to end, but knowing how things can, and should, be different. So every day, our teams come together to think around all angles.

And in an unpredictable world, we can be relied on to do the right thing, to stand by our clients and support them all the way. Our business success is rooted in commitment to principles which include integrity and, critically, safety.

AECOM brings together the full set of creative, technical and management specialists to work on projects at every scale.

We draw on the experience of thousands of experts, serving clients in around 150 countries. Because we work on many of the largest civil infrastructure projects, you will have the opportunity to learn from renowned specialists from across the world. We bring new thinking to the critical issues of sustainable building, energy and water, whether pioneering fuel cell technology or innovative water sensitive urban design. We help to create new communities, regenerate existing ones and connect our towns and cities. We don't just imagine a better world, we help to build one.

PEACE BRIDGE

Derry-Londonderry had a bold regeneration ambition, to build a suspension bridge across the Foyle to unite its long divided city. AECOM brought transportation and engineering skills to make it a reality.

WE ARE COMMITTED TO YOU...

Over one thousand graduates in the UK and Ireland, across numerous disciplines, are on AECOM's Graduate Development Programme (GDP), developing their technical skills and other abilities, as well as working towards their professional accreditation.

As a graduate with AECOM, you will learn from some of the most talented and renowned experts within the industry. And from day one, we will be eager to find out your ideas for doing things differently.

Professional accreditation is key to your development but also to AECOM as a business. We will provide you with all the

support and tools required to achieve this, and will empower you to own your career and development and drive it forward. Our Graduate Development Programme includes:

- A two-day induction: an opportunity to learn more about the AECOM business globally, engage with senior staff, and network with fellow graduates from across the UK and Ireland
- Residential training events: over the course of the GDP, graduates attend a number of residential training events covering key business knowledge and skills, including our financial, legal and

commercial approaches, project management, negotiation, time management and presentation skills

- Professional qualification: all our graduates are supported towards a relevant and recognised professional qualification
- Mentoring: AECOM graduates are teamed up with an experienced mentor to provide support on their journey to professional development. This includes regular reviews, identifying training needs, and knowledge share
- Technical development: nothing beats learning on the job, backed up with team support and appropriate software training
- Secondments: these offer focused learning experiences with clients, research bodies and government agencies
- Continued Professional Development: from conferences to industry seminars to professional awards and competitions, you will be encouraged, and given financial backing where appropriate, to keep on learning.

“THE OPPORTUNITIES TO DEVELOP, LEARN AND TRAVEL SEEM ENDLESS.”

John Paul Hipkin,
Graduate, Transportation

Your development never stops...

The Graduate Development Programme (GDP) is just one of a number of programmes within AECOM designed to support career progression. To help build technical knowledge and expertise, training in your specialist area is provided as part of our strategy to maintain technical excellence across the business.

We also run a suite of management development programmes, ranging from first line manager courses to those aimed at supporting people who head up large teams. Our very top performers may also be chosen to join one of our talent programmes. Designed to help those singled out as future leaders, these programmes offer networking opportunities, a special group project and focused leadership courses.



On site with graduate engineers, Ella Pope and Sophie Ashbrook, from AECOM's Building Engineering team in London.

A GREAT PLACE TO BE

As a graduate at AECOM, your salary comes with a range of benefits and those available in the UK include:



25 DAYS
ANNUAL LEAVE

x2

BI-ANNUAL SALARY
REVIEW WHILST ON GDP



PRIVATE MEDICAL
INSURANCE & LIFE
ASSURANCE



INCOME
PROTECTION



FLEXIBLE
BENEFITS
PACKAGE



ANNUAL TRAVEL SEASON
TICKET LOANS & CYCLE
TO WORK SCHEME



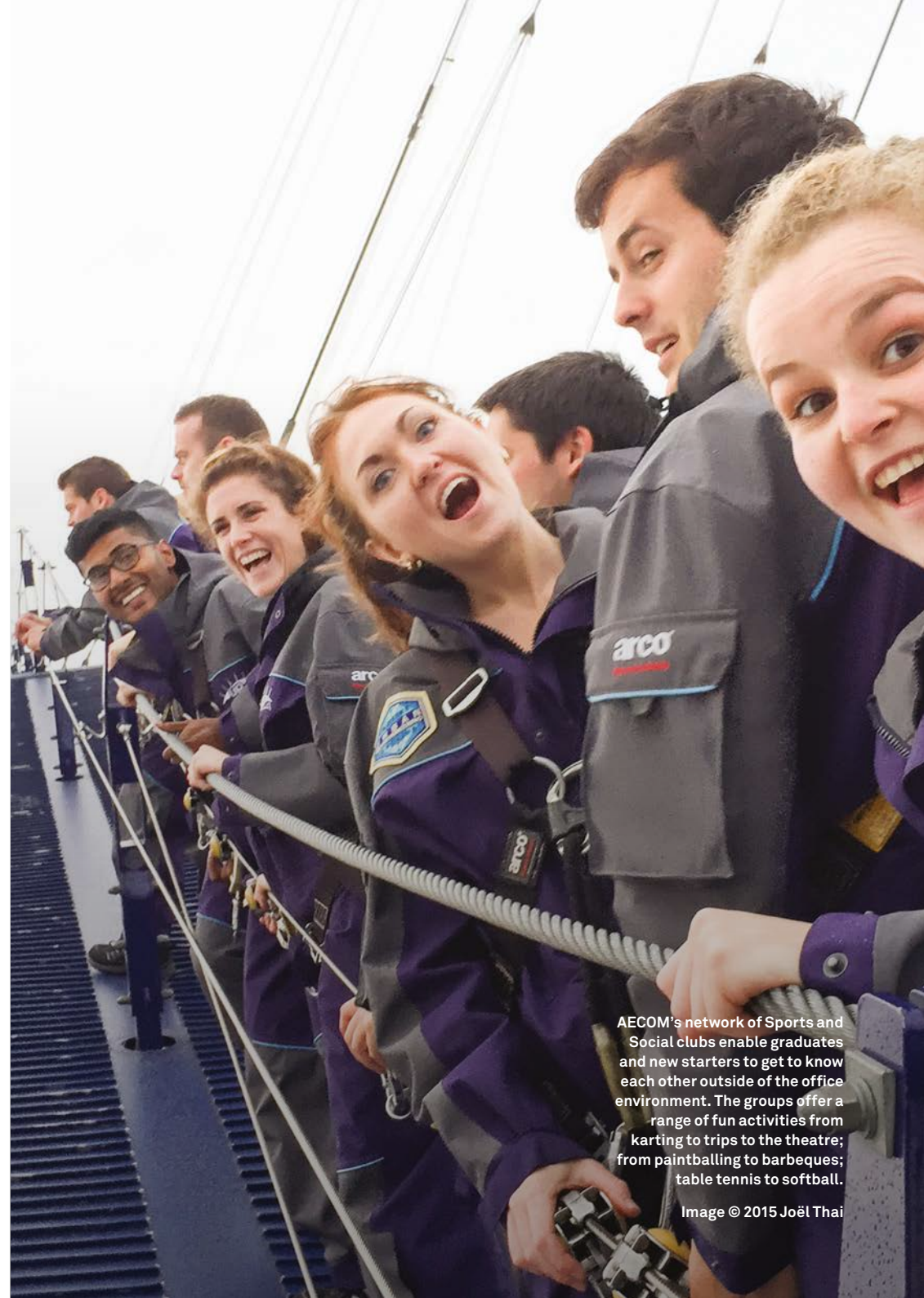
COMPANY
CONTRIBUTORY
PENSION SCHEME



FREE ADVICE ON
FINANCE, LEGAL AND
MEDICAL CONCERNS



SHARESAVE
SAVING
PLAN



AECOM's network of Sports and Social clubs enable graduates and new starters to get to know each other outside of the office environment. The groups offer a range of fun activities from karting to trips to the theatre; from paintballing to barbecues; table tennis to softball.

Image © 2015 Joël Thai

MAKING CONNECTIONS

“AECOM is the fastest growing transportation business in the UK, and we know that attracting the best graduates is essential. Even in the recession, we led the industry in graduate recruitment.”

Richard Robinson
Chief Executive
Civil Infrastructure,
Europe, Middle East,
Africa and India

MANCHESTER METROLINK
AECOM has design responsibilities for Manchester Metrolink, England's first modern street operating light rail system.

Travel by land, sea or air, and you could be using systems and facilities that AECOM professionals have helped to deliver. Our UK projects include the Manchester Metrolink, and Crossrail in London, and a special project for a divided community in Northern Ireland, the Peace Bridge. Our team specialises in highways, rail, bridges, transport planning, development planning, traffic and local roads, and ports and marine.

AECOM delivers transportation projects from concept to completion and beyond and so we have extensive experience to draw on for planning, designing and engineering new systems as well as restoring and replacing ageing infrastructure.



CASE STUDY:

JONATHAN LEVIS

graduated with a BA in Geography and is now a graduate consultant with Transportation in St Albans.

“SINCE DAY ONE I’VE HAD REAL RESPONSIBILITY AND INVOLVEMENT IN ICONIC PROJECTS”

From the start of my time with AECOM, I have worked on a range of interesting and diverse projects in the UK and internationally. Much of this work involves using the latest traffic modelling software to produce forecasts for development impact testing, cost-benefit analysis, and operational assessment.

At the moment I'm working on a proposed tunnel project in Istanbul, Turkey, and am collaborating with several different practice lines and offices throughout the company. Working on this project has shown me the breadth and depth of the expertise at AECOM, and how experts in different fields can come together to deliver amazing projects.

In the Transport Planning practice there are plenty of training opportunities to develop technical and non-technical skills, as well as mentoring and guidance towards receiving chartered status with your chosen institution.



CASE STUDY:
MARIANNA PAGOULATOU
 graduated in Civil & Structural engineering and is now a graduate engineer with our Transportation team in Chesterfield.

Since joining in 2014 as a graduate civil engineer within the Strategic Highways team in Chesterfield, I have been involved in the detailed design of the Mersey Gateway project, a high-profile road bridge scheme in the UK. It was finally time for me to put theory into practice after all those years in education. From designing road markings, road restraints and traffic signs and preparing drawings for departures from standards, road geometry and integrated layouts to liaising with other sectors, every day is different and brings something new that needs to be solved. Working closely with experienced people helped me adjust faster and to quickly gain an in-depth knowledge of the procedures and processes.

AECOM's graduate programme provides a great opportunity to

network with other graduates from various practice lines across the UK.

Seeking ways in which to develop professionally and improve on inherent attributes is the key to a progressive career in engineering. I have been appointed as the Graduate Champion for the Chesterfield office, responsible for distributing all ICE events tailored to graduates and students to the relevant parties. I also organise monthly meetings that aim to bring all local graduates, technicians and apprentices together, including presentations, workshops and outdoor activities. On top of that, I volunteered to help promote engineering at a local primary school.

“EVERY DAY IS DIFFERENT AND BRINGS SOMETHING NEW”

“A graduate at AECOM can be sure they are joining one of the few companies that have the privilege of playing a key role in millions of people’s lives around the world every day — from the exciting work we do as a company to our community engagement.”

Dave Bennett
 Operations Director, Civil Infrastructure,
 Europe, Middle East, Africa and India



CASE STUDY:
MANDOUR EL MAHADI
 graduated with a BEng in Civil Engineering and is now a graduate engineer with AECOM's Croydon Transportation team.

“DON'T WAIT FOR AN OPPORTUNITY TO COME TO YOU, GO OUT OF YOUR WAY TO FIND IT”

On day one of joining AECOM I was assigned to work on the Highways Agency's AREA 4 MAC Contract, which involved carrying out major highway improvement works for several dozen schemes across the UK.

I was taught how to carry out pavement design and I assisted in the traffic management on and around the M23 Crawley carriageway, after conducting extensive research into potential diversion routes to limit traffic congestion.

After just five months I was seconded to CVU, a joint venture between Colas, VolkerHighways and AECOM (legacy URS), to work on the London Highways Alliance Contract (LoHAC) initiative launched by Transport for London.

CVU brings together the complementary strengths of three companies to transform London's streets. LoHAC is the first of its kind

in the UK and marks a new way of procuring services for the UK government. I'm currently working on a vast number of highways resurfacing schemes in central London, helping to deliver and manage the preliminary design work for some of the capital's busiest streets.

This experience has shown me how large multi-disciplinary projects are managed and the importance of the integration of design elements to achieve great results. I recently sat and passed my CSCS exam and I now feel ready for the next challenge – working on site and getting that contractor experience.

I believe that AECOM delivers the best platform to harvest graduates like myself. The mentorship and residential training provided via the GDP is second to none, and because of AECOM's global presence there are many opportunities to travel and work abroad, especially in the Middle East.

My advice for graduates – don't wait for an opportunity to come to you; go out of your way to find the opportunity.

“Graduates in our Transportation practice are the engine room for our business, delivering exemplary solutions for our clients.”

Paul McCormick
 Managing Director, Highways & Bridges
 Europe, Middle East, Africa and India



CASE STUDY:
ABBIE DUTTON graduated with an MEng (Hons) in Civil Engineering and is now part of our Altrincham Transportation team.

“JOB SATISFACTION IS A KEY ADVANTAGE; THE ABILITY TO WALK PAST A STRUCTURE AND KNOW YOU’VE BEEN INVOLVED WITH IT IS AN AMAZING FEELING”

My job involves designing infrastructure that will enhance public life. This involves calculations, creating drawings and bridge inspections; working alongside professionals and putting all of my training and what I have learnt so far into practice.

It’s just over a year since I joined AECOM and since then I have been lucky enough to be exposed to a variety of projects, including the new Manchester Airport Relief Road (A6 MARR). I was given the opportunity to work on the early stages of this project

and I am excited to see it through to the end; watching my designs become reality. Job satisfaction is a key advantage; the ability to walk past a structure and know you’ve been involved with it is an amazing feeling.

Training is paramount in AECOM. This includes both in-house training towards chartership and external ICE courses, which graduates are encouraged to join. In addition, AECOM’s GDP courses are a great two-day opportunity to network with other graduates and develop key technical and personal skills to help you with your career.

The office team is incredibly friendly and no question is ever a stupid question. The graduate network organises squash leagues, cycling events and social events, which was great for me as I was new to the area.



BRUNEL’S BOX TUNNEL
 AECOM is working to increase capacity and improve reliability on the UK’s Great Western Mainline, which includes Brunel’s 1841 Box Tunnel.

“Having joined the business as a graduate, I know how committed the firm is to seeing graduates reach their fullest potential.”

Laurence Brett
Managing Director, Buildings + Places,
Southern England

LIBRARY OF BIRMINGHAM

Birmingham's stunning new library reflects confident civic ambition. AECOM's design management and specification consulting team oversaw the development of a unique façade system featuring intertwined metal that wraps around the structure.



ADDING VALUE FOR CITIES AND COMMUNITIES

AECOM's programme, cost, consultancy experts serve private and public sector clients all over the world. They focus on reducing risk from projects, improving value and assuring outcomes.

We structure our offer around our clients' sectors, to ensure that our advice is the most informed and relevant that they can get. It is our ability to provide specialists and not generalists that adds real value to a project and sets us apart.

So while our roots are in technical delivery, our offer always contains a strategic component delivered via custom-made client teams.

Our practice areas include: building surveying; cost management; financial and economic consulting; design management; facilities management; health and safety consulting; management consulting; and project management.



CASE STUDY:
SIMON THORNTON
graduated with a BSc in Quantity Surveying and is now a project surveyor with AECOM in London.

“I WORKED ON THE BRITISH MUSEUM DEVELOPMENT”

I started with AECOM in September 2012 as part of the two year GDP tailored to suit the requirements of the RICS's assessment of professional competence. I currently specialise in hotels, sport and culture, and since day one, AECOM has provided the opportunity to work on a vast array of projects, from the £90-million British Museum extension to the £8-million Royal Central Schools of Speech and Drama new development, and architecturally challenging projects in Abu Dhabi and Qatar.

I sat my APC in 2014 and received formal coaching at Aston University to complete the process. This included all the required CPD hours, critical analysis training and mock interviews.

I really enjoy the business environment and the clients we work with. I feel at home with the 'numbers' aspect of the job, from early feasibility studies to complex cost models.

MAKING PROJECTS MAKE THE DIFFERENCE



CASE STUDY:

JAMES REDMOND

graduated in MEng in Civil Engineering and is now part of Project and Construction Services Management team in Basingstoke.

I initially applied to join Structures, but at the interview stage I was given the chance to switch to the Project and Construction Services team and get involved with the project management of design and construction. It's an opportunity I grabbed with both hands!

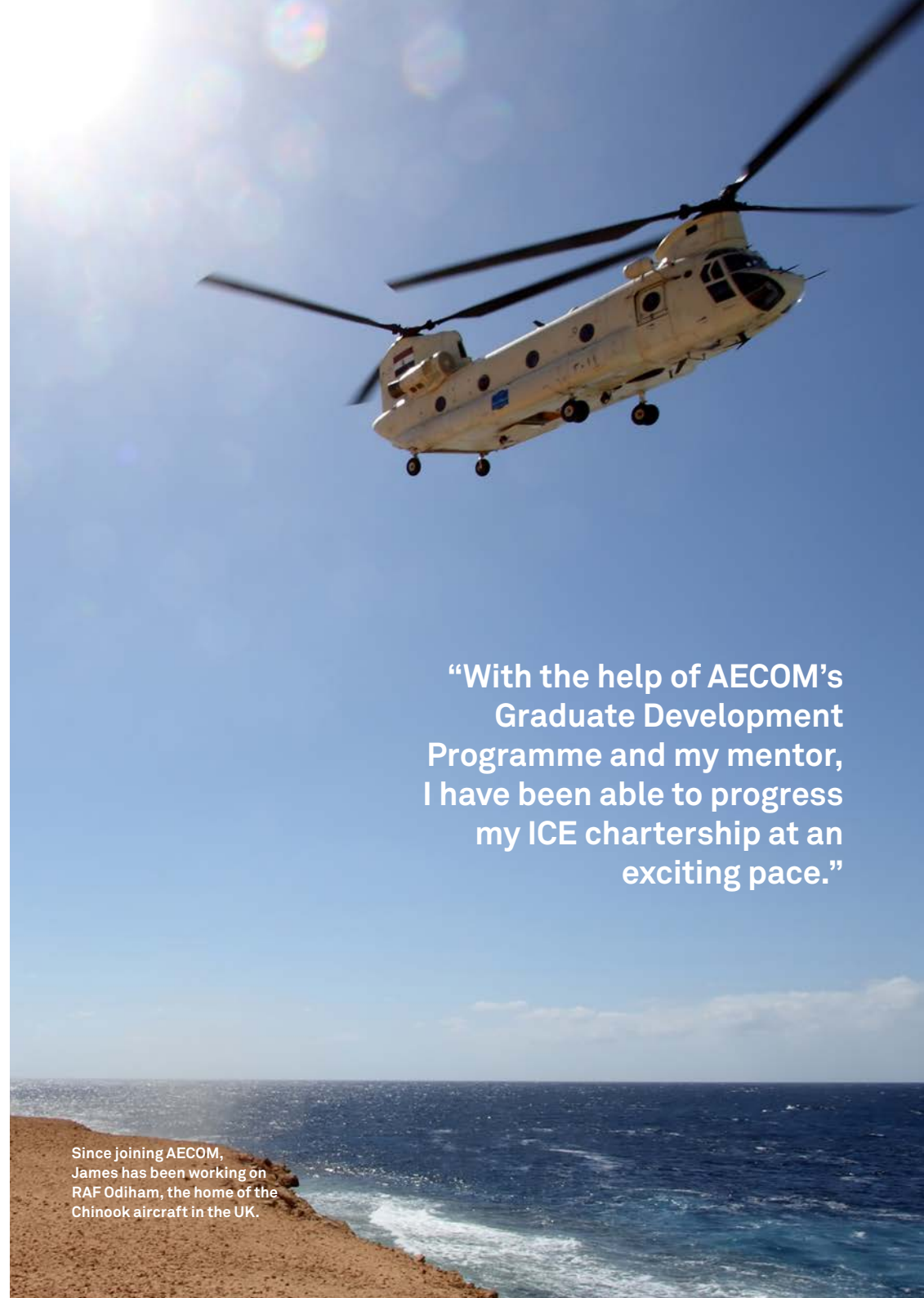
Since joining, I have been able to work on a series of projects revolving around the Ministry of Defence (MoD) and Ministry of Justice (MoJ) estates throughout the UK. The range of these projects has been extensive and on my last count I have been involved in eight MoD and three MoJ projects ranging in value from £4 million to £120 million; all with completely different challenges and complexities.

The most interesting of these has been the £30-million RAF Odiham project, the home of the Chinook aircraft in the UK. For most of my first year I was the

assistant project manager, gaining invaluable experience and knowledge. As part of this scheme I was able to learn new skills in project programming, cost analysis, stakeholder and multi-discipline design team management, contract management and tendering.

In addition to this interesting work, I have also been able to progress my ICE charteredhip at an exciting pace, with the help of the GDP and my mentor. The programme marries well with the ICE charteredhip and also encourages graduate meetings, which is great as it has given me the opportunity to meet fellow graduates within the programme.

I'm looking forward to the years ahead and the opportunities they may bring.



“With the help of AECOM’s Graduate Development Programme and my mentor, I have been able to progress my ICE charteredhip at an exciting pace.”

Since joining AECOM, James has been working on RAF Odiham, the home of the Chinook aircraft in the UK.

DOING MORE WITH LESS

In a world of finite resources, AECOM's building engineering team is committed to finding successful and sustainable solutions, whether for a tall building, a sports stadium, a laboratory, a commercial office block, a leisure resort, an airport terminal or a shopping mall.

Optimising the performance of buildings is key to our work and we help clients reduce the environmental impact of their buildings through strategic planning and design. Building engineering involves building services, building physics, structures, acoustics, fire, IT and communications, and sustainability.



CASE STUDY:
ELLA POPE graduated in Architectural Environment Engineering and is now a graduate mechanical engineer with AECOM.

“MY JOB IS DESIGN THAT WORKS FOR EVERYONE”

My job is to design comfortable indoor environments that work for everyone throughout the year — whether offices, retail, residential or leisure. This includes calculations, preparing drawings, sizing plant equipment and assessing the environmental impacts of the design.

The first project I worked on at AECOM was an iconic development in Qatar, and now I have three very varied projects in London including the Southbank Place.

Working at AECOM is all about the projects. After many years in education you are desperate to see how technical skills are applied. The sheer diversity of the work helps me learn, and I love to be able to point out AECOM projects while walking around London with friends.

The GDP provides a clear path for career progression and the chance to meet other graduates from various offices and different business lines. I have even been lucky enough to spend time in the AECOM office in India.

In the London office we have a graduate network, and a club to organise softball, picnics in the park, bowling and 'pub of the fortnight'. You can also spend two days a year on charity work, anything from gardening to racing a dragon boat.

“Graduates are a cornerstone of our building engineering team, bringing enthusiasm and fresh ideas to the wide range of projects that they work on. It is a reflection of our teams that many of our current senior engineers began their working life with us as graduates.”

Peter Sutcliffe
Managing Director, Buildings + Places,
London Commercial



BBC LONDON
AECOM's engineers, cost consultants, project managers and designers have helped provide the BBC with some of the world's most progressive broadcasting hubs, including New Broadcasting House, London.

THINKING DIFFERENTLY ABOUT WATER

“It’s an exciting time for the water sector. AECOM offers graduates entering the industry the opportunity to explore new areas of work. We want to develop innovative approaches for our clients.”

Marc Barone
Managing Director, Water,
UK and Ireland

DERRY SEWERAGE NETWORK
AECOM provided myriad services for this major upgrade across Derry-Londonderry. Ground conditions at sites were challenging due to the River Foyle: at Duke Street, for instance, the pumping station required a 12m deep outer wall.

Too often these days water is associated with problems... too much of it, too little, too dirty, or too expensive.

At AECOM, we think differently. When we think about water, we think about the opportunities it offers to improve quality of life. For us water is key to creating healthier communities and more beautiful places. We are helping these to be achieved through our work in managing resources, improving networks and systems.

AECOM’s water business delivers an end-to-end engineering consultancy and construction service including planning, landscape design, environment, energy generation and sustainability expertise, along with cost, risk and programme management. Our water resource specialists are in demand for modelling, mapping, flood protection, dams and reservoirs, and scientific investigation.



CASE STUDY:
CHRISTOPHER DOLECKI
graduated with an MEng in Civil Engineering and is now in a civil engineer with our Water team in St Albans.

“MY NEXT GOAL IS TO BECOME A CHARTERED ENGINEER, WITH AECOM’S SUPPORT”

Our wastewater experts have worked on some really significant projects. As a development infrastructure engineer within the water business line, I’m involved in the design and assessment of foul and surface water drainage, utilities and flood risk. I also undertake ground modelling and the design of road alignments.

I get involved at all stages — planning, concept, tender and detailed design.

I graduated in 2011 and my next goal is to become a chartered engineer. AECOM is supporting me in this with training, professional development opportunities, and making sure I get a wide range of project experience.

I have been lucky enough to work on a few high-profile international projects. I was involved with the infrastructure design team on the Rio 2016 Olympics which led me onto the design team for what will be a very glamorous resort called Partonovi in Montenegro, which I have visited. I am working on the design of the foul and surface water drainage networks and the 3D coordination of utilities across the site.

AECOM feels a friendly place — I have already had the chance to organise two teams of fellow graduates in the international construction business game ‘MERIT’.

“Our investment in graduates ensures we are never short of enthusiastic talent and fresh ideas on approaches to solving even the biggest problems.”

Andy Barker
Director, Environment, UK and Ireland

PROTECTING THE ENVIRONMENT — AT THE HEART OF OUR WORK

With one of the largest environmental teams in the country, AECOM provides specialists, not generalists; specialists who work together and have an understanding of the complex interactions between a range of environmental topics.

Our practice areas include environmental planning, acoustics, air quality, ecology, archaeology and built heritage, geospatial and data services, landscape architecture, water resources, social sciences, environmental economics, remediation services, environmental permitting, compliance and transaction services, and sustainability and carbon capture.



CASE STUDY:
SELENA MASNIKOSA
graduated with a BSc in Geography and Urban Planning and is now a GIS consultant with AECOM's Environment team in Edinburgh.

“SINCE JOINING AECOM MY TECHNICAL SKILLS HAVE IMPROVED RADICALLY”

The PNE Wind Portfolio is the largest GIS project I have worked on to date. It is challenging because it is a very large project which sometimes brings problems, but finding solutions means I learn a lot to carry into further projects.

Since joining AECOM my technical skills have improved dramatically. I have learned to create sophisticated and visually appealing maps for use in professional documents that can successfully inform the public as well as the client. Having managed the GIS for seven wind farm portfolio projects, I am better now at dealing with stress.

AECOM's tunnelling engineers have global experience on a wide range of tunnels in varying geological conditions. Our experts combine their knowledge of structural and geotechnical engineering to weave tunnels below congested cities, underneath rivers and deep inside mountains. They combine traditional analytical methods with advanced numerical modelling techniques to design underground railways, metros and roads, water and drainage tunnels, access shafts and deep underground cavern complexes.

“As cities become increasingly congested and ever more infrastructure moves below ground, the skills of our graduates are vital to tackle the tunnelling challenges we face.”

Mark Round
Head of Tunnelling



CASE STUDY:
HARRY BRUNTON
graduated with an MEng (Hons) in Engineering (Civil & Structural) and is now part of our Birmingham Tunnelling Team.

“THERE IS A REALLY SUPPORTIVE AND ENTHUSIASTIC ATMOSPHERE, BOTH WITHIN THE TEAM AND THE WIDER COMPANY”

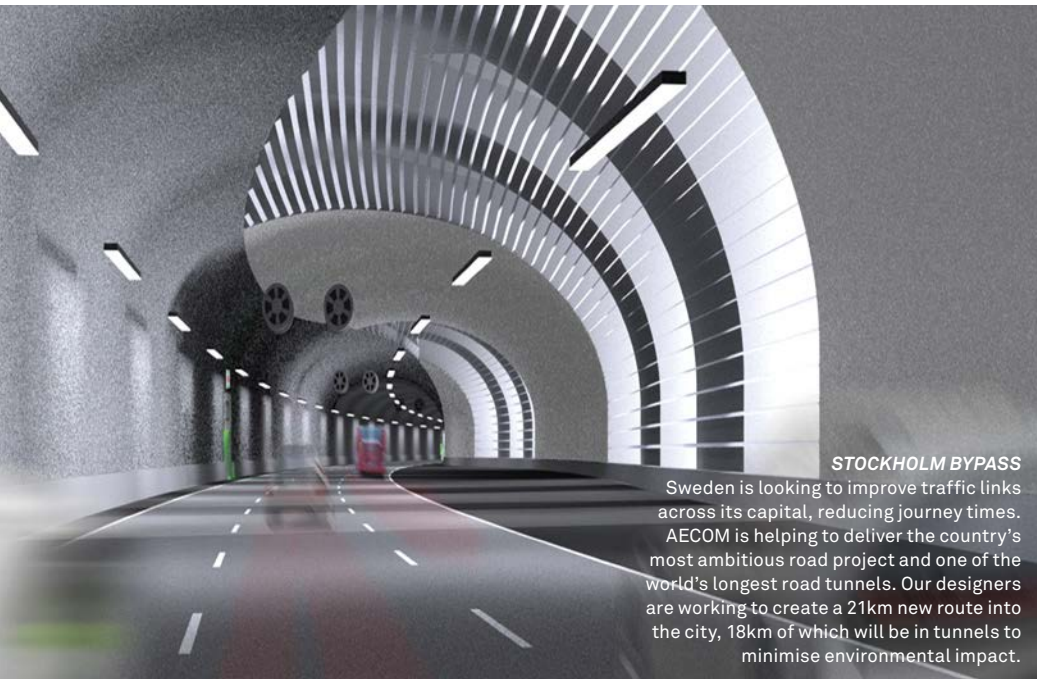
When I joined AECOM's Tunnelling team in 2014, I immediately started working on London's Crossrail. Since then, I've been heavily involved in the Great Western Electrification project, particularly Box Tunnel. Initially, I was responsible for helping to develop the ground model for the tunnel, and more recently, I've been working on site during the works themselves, reviewing monitoring results and carrying out inspections. Being able to apply what I learnt at university to real world projects, and follow these projects through from the initial design to completion is really rewarding.

Tunnelling has provided an ideal opportunity for me to maintain and develop my civil, structural and geotechnical interests. I've also developed an interest in contractual and financial aspects; working on tender submissions, reporting, and cost estimating.

CREATING A BEDROCK FOR ECONOMIC GROWTH

CUTTING THROUGH COMPLEXITY

Our Geotechnical teams handle a wide variety of projects based both in the UK and overseas. Our work includes major ground investigation and design of 15 new embankment designs in Jeddah; HS2; and Porto Novi, a major maritime development in a seismically active area.



STOCKHOLM BYPASS

Sweden is looking to improve traffic links across its capital, reducing journey times. AECOM is helping to deliver the country's most ambitious road project and one of the world's longest road tunnels. Our designers are working to create a 21km new route into the city, 18km of which will be in tunnels to minimise environmental impact.

“We are working on some of the world’s most complex geotechnical projects. We need your skills and enthusiasm to help us meet the challenge.”

John Holden,
Director, Ground Engineering



CASE STUDY:
MONICA REILLY
graduated with a BSc in Earth Sciences and is now a graduate geologist with our Ground Engineering in Glasgow.

“ENTERING INTO THE COMPANY AS A GRADUATE WAS VERY EXCITING AND I COULDN’T WAIT TO LEARN HOW TO APPLY MY SKILLS IN THE INDUSTRY”

Since joining the Ground Engineering team in Glasgow two years ago, I have had the opportunity to work on a variety of projects such as the Stockholm Bypass and A9 Dualling. Entering into the company as a graduate was very exciting and I couldn't wait to learn how to apply my skills in the industry.

In two years, I have had a good balance between office and site work. I enjoy site work as I like to see projects in context and how data is collected for project planning and design; from slope inspections to ground investigation supervision.

I recently worked on rock slope assessments in the North West Highlands; this involved detailed mapping of road side rock slopes, assessing if they are potentially hazardous to road users. I particularly enjoyed this project as it involved investigating data collection techniques

and ultimately applying my engineering judgment to the final outcome of the project. Understanding complex ground conditions, whether it is natural soft soils or extensive mining, and seeing how these factors can influence the engineering of a project is one the highlights of the job.

My aim for the future is to become a chartered geologist. In taking part in the GDP, working on a variety of projects and having great support within the department, AECOM provides a strong foundation to build essential skills and further my career in the industry.



FIGHTING CLIMATE CHANGE WITH SMART THINKING ON ENERGY

Green energy, renewable energy and energy efficiency are critically important to mitigate climate change and meet the need for clean, secure and affordable energy.

Our specialists see the biggest picture. They are working closely with clients across many industries to cut carbon emissions, develop renewable sources, improve grid reliability, reduce demand-side energy consumption and create innovative, profitable commercial developments.

Our capabilities include the development and planning of energy systems, transmission and distribution; renewables; thermal power generation and nuclear; hydro, and low carbon energy and waste.

KINGAIRLOCH HYDRO-ELECTRIC
 AECOM provided design and engineering services to deliver the £8-million Kingairloch hydro-electric scheme in Argyll, Scotland.



CASE STUDY: CLAIRE FROST
 graduated in Civil Engineering and has an MSc in Renewable Energy Engineering Graduate. Claire is now an engineer with our Power & Industrial team in Edinburgh.

“ I’M FINDING A PICTURE PAINTS A THOUSAND WORDS ”

I joined the energy team in Edinburgh in September 2012. Since then I have provided civil engineering support for wind farms at the pre-planning stage, and hydro feasibility studies.

Writing the desk top study for a wind project means collecting data on ground conditions and a site visit. An initial infrastructure layout is designed. The wind farm configuration is agreed with the Landscape and Visual, Noise and Wind specialists, before a planning application is submitted.

I enjoy the site walkovers of proposed wind farms, and

the peat probing. My most exciting project was Applecross Hydro-to-Heat feasibility study. The small community of Applecross on the north west coast of Scotland had already commissioned a run-of-river hydro scheme but the grid in this area is constrained so we had to work out how to use the excess electricity. This involved modelling a heat supply solution based on storage heaters and thermal stores. For consultation with the local community, I produced an energy flow diagram following the “a picture paints a thousand words” principle.



CASE STUDY:

LAURA MAUGER

graduated with a BA in Architecture and is now a graduate engineer with AECOM in Warrington.

“I HAVE BEEN ENCOURAGED TO NOT SETTLE IN THE JOB I HAVE STARTED IN, BUT TO EXPLORE DIFFERENT OPPORTUNITIES WITHIN THE COMPANY AND TO NEVER STOP PUSHING FOR THE NEXT STEP IN MY CAREER”

I joined AECOM late in 2014 just after graduating from university. I was keen to work for a multi-disciplinary architecture practice and the size and scope of AECOM’s projects and their use of Building Information Modelling (BIM) drew me in.

From day one, my line manager and mentor have involved me in projects and training, helping me to develop existing skills and learn a variety of new ones. This is equipping me for future projects but also for going back

to do my master’s degree in Architecture, if I so wish.

During my first seven months I have had the chance to get involved in a wide range of tasks; from concept design and modelling in Revit to planning, detailed and final drawings, working closely with the client throughout.

What has struck me about AECOM is how supportive they are in making your career with them what you want it to be. My line manager is currently looking to get me a secondment in the Manchester office for some more commercial architectural experience. Many opportunities come with being part of such a vast company, and I have been encouraged to not settle in the job I have started in, but to explore different opportunities within the company and to never stop pushing for the next step in my career.

“We greatly value the contribution that comes from innovative and fresh thinking from our diverse annual graduate intake. Our graduates are clearly the future of our business and are nurtured and developed accordingly.”

Matthew Raybould
 Managing Director, Power and Energy,
 Europe, Middle East, Africa and India



CASE STUDY:

ARMANDO DELIMA

graduated with an MEng Civil Engineering and is now a CS&A engineer based in AECOM’s office in Cumbria.

“I LIKE THE FACT THAT WHAT I DO NOW CONTRIBUTES TO THE SAFETY AND SECURITY OF CURRENT AND FUTURE GENERATIONS”

I am a Civil, Structural and Architectural (CS&A) engineer in the Nuclear sector working on the decommissioning of nuclear legacy ponds and silos at the Sellafield site in Seascale, Cumbria. I assist in the design of reinforced concrete and steel structures, production of technical calculations, drawings and supporting documentation.

AECOM’s graduate programme provides training around the UK to support graduates in their career progression. Within the office I am

always supported by my line manager and mentor/delegated engineer, and have regular progress reviews with them. In addition to this, our Power and Energy director acts as my supervising civil engineer and gets involved with my training and fully supports me in terms of ensuring I get the right experience to develop my skills further.

Working in the Nuclear industry means your work will have a lasting effect in the country. I like the fact that what I do now contributes to the safety and security of current and future generations. There is no doubt that the projects we do are particularly challenging, but in AECOM you are surrounded by highly skilled engineers with decades of experience. Their wealth of knowledge in engineering ensures that I am always getting the right support so I can perform the job to the best of my ability.

Our Design, Planning & Economics practice line is comprised of landscape architecture, environmental and ecological planning, economics, masterplanning and urban design.

Whether working on a large corporate landscape, a small urban park, or a resort, we consider the site's physical surroundings and the needs of the client and the financial mechanisms, long-term community effects, implementation and maintenance.

Our practice is focused on systems: the physical framework of streets, squares, parks, plazas and gardens that contribute to a sense of place. Good design requires careful integration of the myriad of features of a particular site, from the aesthetics to ecology, archaeology, circulation, visual impacts, and economic viability.

Our recent projects have included Rio 2016 Olympic Park Venues, tennis stadium and masterplan; the London Olympic Park and Legacy; Belfast Streets Ahead; Hawaii Clean Energy Initiative; and Saadiyat Island in the United Arab Emirates.



CASE STUDY:
JAMES MERCHANT
graduated with a BA in Media Studies and has a Diploma in Interior Design. James is now a designer with our Design, Planning and Economics practice in London.

“THINKING ON OUR FEET”

My role involves liaising with clients and contractors, from establishing the brief to the feasibility studies and detailed design, through to completion.

Since joining AECOM, I have worked on the interior fit out of workspaces and schools in the UK and abroad. Clients have included Rolls-Royce, Heinz and Dubai Airports. One of my most enjoyable projects has been rolling out National Grid's workspace strategy and interior design across their UK sites, making their assets and resources work much harder for

them and their staff. I was involved with the overall scheme and the concept for both initial proposal and long-term strategy. It's great to watch your designs become a reality.

Two days are never the same, so I feel that I am constantly evolving as a designer and getting a broad view of the industry. AECOM ran a great learning day for us in Munich, where we got to collaborate with designers and strategists from around AECOM Europe. We had to test our team working, thinking on our feet.

**CREATING
SAFE AND
BEAUTIFUL
PLACES
TO ENJOY**



**GREENWICH
MILLENNIUM VILLAGE**
An innovative mixed-tenure modern development on an urban village model in south east London, for which AECOM is providing masterplanning and urban design.

CHANGING THE GAME

Join AECOM and you could work on projects not only across the UK and Ireland, but around the world. Our teams are working hard on Brazil's 2016 Olympic Park in Rio, helping to deliver not only a memorable event but also a long term legacy. After the Games, the park will be transformed into a new community, with a school, homes and a centre of sporting excellence.

SHAPING THE WORLD AROUND US

At AECOM, we seek a balance between art and technology, form and function, beauty and purpose. AECOM's building and interior designers have helped shape the world around us — from high-rise buildings that form city skylines, to educational and healthcare facilities, transportation facilities and urban design.

For us, architecture needs to minimise its ecological footprint. We are delivering high quality strategies from an integrated digital design platform, including for Al Wakrah, the first stadium on site for the 2022 World Cup in Qatar. Some of our other key projects include Rio 2016 Olympic Park Venues, Rio 2016 Olympic Velodrome, and the Spartak Moscow Stadium.

Our project teams have access to leading-edge design technologies. Our residential studio, for instance, is working on mixed-use developments that facilitate new ways of living and working. Building on infill sites in the inner city should be made easier by our Hidden Homes project.



CASE STUDY:
**KRYSTEL
ROUSSEL**
graduated with a
PG Dip in Architecture
and is now an
architectural
designer in AECOM.

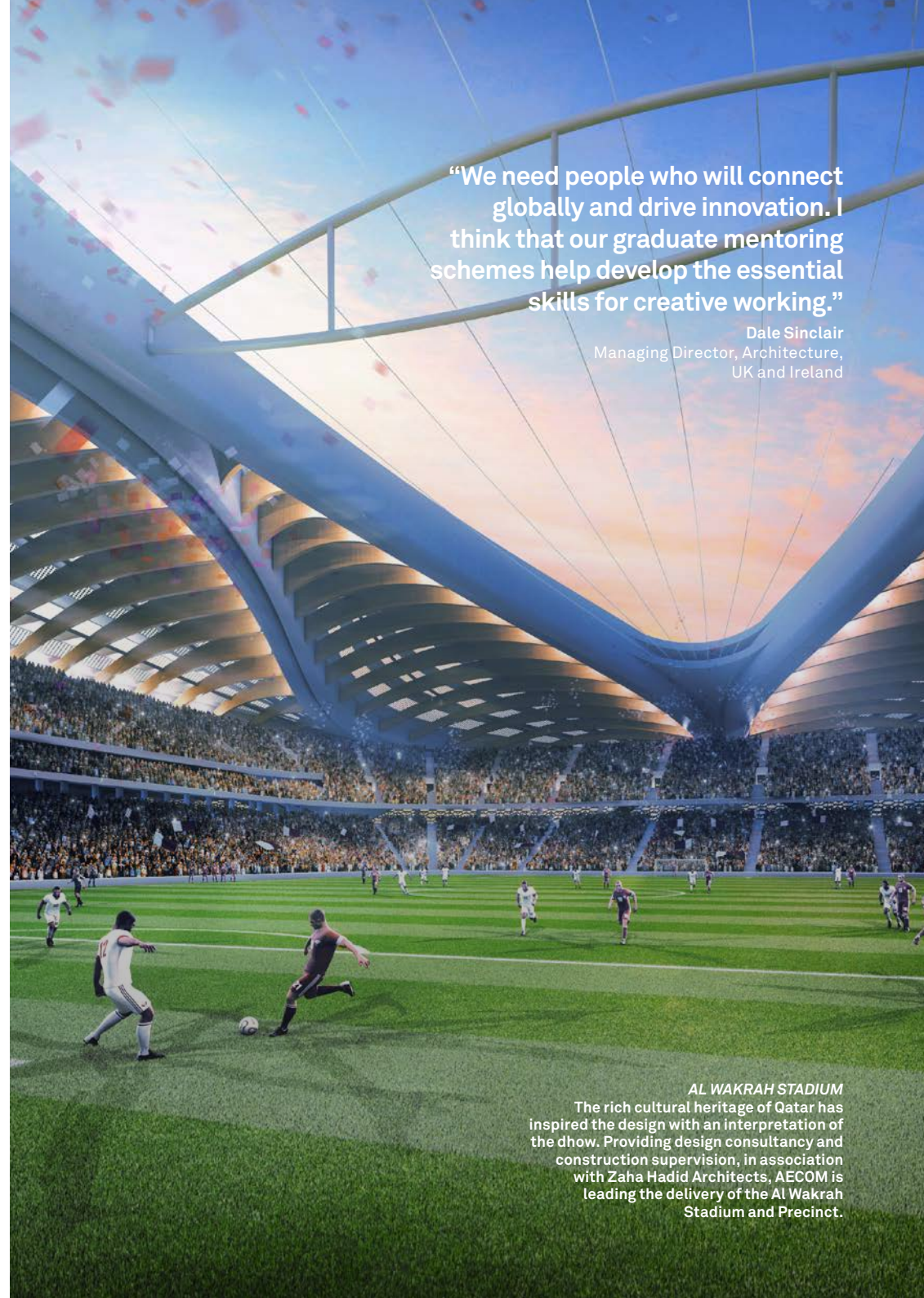
**“STADIA DESIGN IS A
COMPLEX BUSINESS — IT
HAS REALLY DEVELOPED
MY SKILLS”**

**Since I joined in September 2012, I
have worked on major stadia
designs all over the world.**

As a Part II architectural designer I have worked on conceptual designs through to construction, designing in collaboration with leading sports architects and designers. Delivering a stadium project in a BIM environment has been a challenging and exciting process, consulting with in house experts and external consultants.

Stadia design is a very complex business and it has really developed my skills in a multi-disciplinary environment. My peers and mentors encourage me on a daily basis. For AECOM, the work is about professionalism, respect and diversity.

Now my RIBA Part III will benefit from me belonging to a creative environment. On top of all this, I am passionate about sport!



“We need people who will connect globally and drive innovation. I think that our graduate mentoring schemes help develop the essential skills for creative working.”

Dale Sinclair
Managing Director, Architecture,
UK and Ireland

AL WAKRAH STADIUM
The rich cultural heritage of Qatar has inspired the design with an interpretation of the dhow. Providing design consultancy and construction supervision, in association with Zaha Hadid Architects, AECOM is leading the delivery of the Al Wakrah Stadium and Precinct.

AECOM AROUND THE GLOBE

AECOM EMPLOYEES IN EUROPE, MIDDLE EAST, AFRICA & INDIA	18,000
AECOM OFFICES IN EUROPE, MIDDLE, EAST AFRICA & INDIA	190
SERVING CLIENTS IN OVER 150 COUNTRIES WORLDWIDE	150
NEW CIVIL ENGINEER GLOBAL CONSULTANT OF THE YEAR 2015	#1



Due to the global nature of our business, some of our graduates have been presented with international secondment opportunities.

This gives instant working exposure to different worlds, and the chance to develop a wider and useful network of colleagues. Some of our graduates describe their experiences overleaf.

From the 2016 Olympics in Rio to exciting new infrastructure in the Middle East, the opportunities are endless...



Alasdair Carstairs

**DESIGNING BRIDGES
IN QATAR**

Graduate water engineer Alasdair Carstairs has been to Qatar, to join the structural design team for the Doha North Road project. The work involved the design of box girder bridges. He was able to input to the designs and calculation packages for six weeks, working with engineers from America, Canada and Australia.

“*It was high pressure, and I learnt a lot about working at top speed. But we met up weekly to socialise which was always very good fun. We still keep in touch.”*

**TAKING IN THE SIGHTS
AND SOUNDS OF DOHA**

Graduate transportation engineer Benn Schofield has also been seconded to Doha, Qatar, to work on a large multi-disciplinary civil engineering scheme. For a month, Benn was involved in the review of drawings and documents from different disciplines to ensure scheme co-ordination prior to construction.

“*I took in the sights and sounds of Doha, and got to work with some great colleagues from other offices including Australia, Hong Kong and America.”*

**MAKING ROADS SAFER
IN ABU DHABI**

Graduate transportation consultant James Mayes is on an 18 month secondment in the Abu Dhabi Department of Transport. He is helping to develop and implement regulations to achieve a safe, fair and efficient freight industry. Priorities include operator licensing and improvements to the truck annual roadworthiness test.

“*I am learning a lot about facilitating stakeholder engagement, and building effective working relationships with the public sector and private industry.”*

**MUSCLE BUILDING
IN MOSCOW**

After just six months of working with AECOM, graduate fire engineer Vitalij Fetisov was seconded to Moscow for three months. He surveyed MEGA, a shopping complex so massive that even IKEA occupied only a third of it.

“*I certainly built up some leg muscles surveying the evacuation routes! It was really rewarding, working with new people in a new place and developing my skill sets.”*



Vitalij Fetisov

IT'S A FULL, FULL LIFE

“I was welcomed with open arms and everywhere I turned I saw a smile.”

Graduate building engineer, Antoine Campbell, on his return from helping to build new school in Ghana

AECOM graduates are encouraged to enter competitions and often emerge successful.

This year, a trio of AECOM graduates, electrical engineer Aby John, assistant fire engineer Roshni Wijesekera and transport planner Jian Yu, beat 150 teams to win global management training competition, Enginuity. The competition involves managing a fictitious business, demonstrating the skills needed to run a company in an international market. Excellent communication, clever strategising and attention to detail helped secure the win.

A team from our St Albans office, comprising Tom Redgate, Elise O'Donovan, Sinead McKenna and Sarah Dean, won through to the national final of the 2015 Institution of Civil Engineers Graduates and Students Communications Competition. The final is later this year.

Assistant flood risk engineer, Catherine Minor, was part of the winning team in the Society of Public Health Engineers (SoPHE) Young Engineers Competition 2014. Entrants were asked to adapt existing technologies used for decentralised sewage treatment systems to flood prone conditions. The prize? To go to Bangladesh to see firsthand how the winning designs might work in reality.

Newcastle-based Paul Sargent, a graduate engineer within our Water team, won the Northern Geotechnical Group's (NKG) Young Engineers' Papers Competition for his work on the development of a low carbon material for high speed rail. Paul went onto win the BGA National Papers Competition.

We fielded a record seven finalists in this year's Duke of Gloucester Awards, with Belfast's Michael McClean scooping a 'highly commended' in the Engineering category. The shortlisted candidates were all described by Construction Youth Trust executive director as the future of the success of our industry.

Jose Nogueron took the opportunity given by the 2014 ICE West Midlands Graduate and Student Paper Competition to rehearse his communication skills in preparation for the ICE professional review, and he won the competition.

Our graduates also raise funds and support a range of charities. Graduate building engineer Antoine Campbell has just returned from volunteering with Sabre Trust in Ghana. Antoine wanted to help disadvantaged children in rural locations gain a better future, and was involved in the construction of a new school. Also for Sabre Trust, graduates Lewis Brimmell and Ben Aitken organised AECOM's first ever national dodgeball championship with 22 teams taking part from offices across the UK and Ireland.

Antoine Campbell in Ghana



USING YOUR SUMMERS TO GET AHEAD

Every year, we offer around 200 summer and industrial placements across our key practice lines — building engineering, water, transportation, programme, cost consultancy, environment and design, planning and economics.

Summer placements are typically six to eight weeks, and industrial placements are six to 12 months.

Your placement enables you to learn 'the AECOM way' and culture. You are provided with a broad exposure to the practice line, thorough training where required, and an opportunity to demonstrate your ability and potential. You can develop your technical skills and your knowledge of the industry as a whole. Strong performing students may be offered sponsorship for the remainder

of their degree course, and subsequently a position within our graduate development programme upon successfully completing their degree course. Our sponsored students receive £1,500 per annum and are expected to return for paid placements during the summer break.

Positions open on our website in February/March. Submit your CV online and, if successful, you will be invited to attend an interview in the office to which you are applying.



UNDERSTANDING TRANSPORTATION DESIGN

STEPHANIE MUNN spent three months in transportation, helping with a route options study for the A12. The office encouraged her to go on site visits organised through ICE including a site visit to Basildon MBT Plant.

"I enjoyed attending lunchtime seminars for continued professional development, and the office encouraged me to go on site visits organised through ICE. I think AECOM has provided me with an incredibly useful insight into what it is like to work in a design office."



MAKING BUILDINGS AND PLACES MORE SUSTAINABLE

LUCY WOODHEAD was given a placement in the sustainability team which is part of building engineering, based in St. Albans.

Lucy's placement included writing a report on overheating in residential homes for the Zero Carbon Hub. She visited clients and attended a young engineers' workshop at BSRIA (Building Services Research and Information Association). She has helped create a sustainability assessment tool for a new development at Cambridge University. She is working on the physical development of a product prototype which combines external wall insulation and district heating distribution pipes, for cost and energy savings in solid wall properties.

"During my placement I have gained commercial awareness and know more about the opportunities for innovation in the construction industry. I feel I have already had a chance to contribute to environmental, economic and social sustainability, which feels terrific."

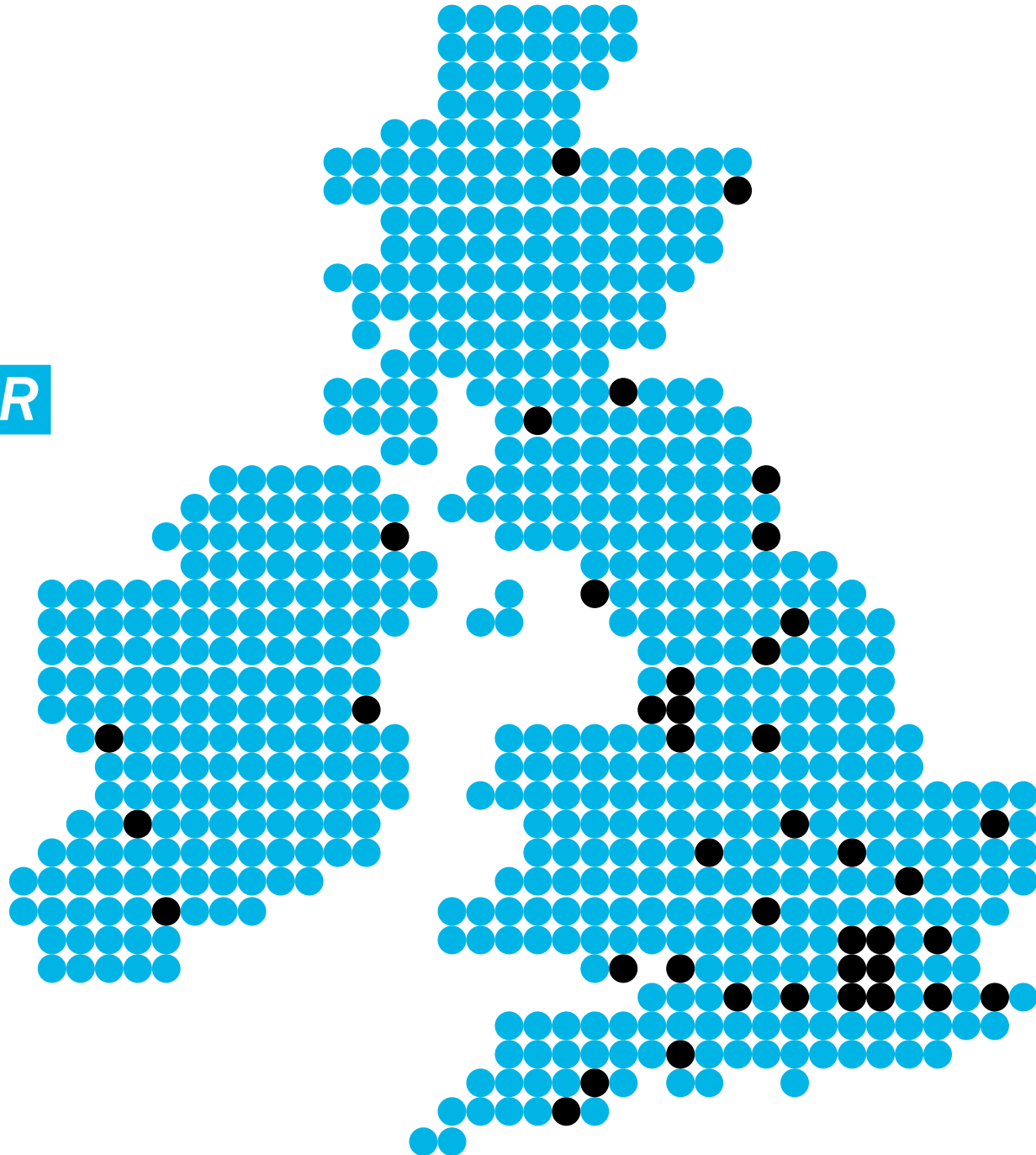
***OPPORTUNITIES
WITHIN UK &
IRELAND***

**WE HAVE
OPPORTUNITIES FOR
GRADUATES ALL
AROUND THE UK
& IRELAND**

65 AECOM OFFICES
IN UK & IRELAND

1,100 GRADUATES ON OUR
DEVELOPMENT PROGRAMME

TOP 100 TIMES TOP 100 AND JOB CROWD
TOP 100 GRADUATE EMPLOYER



AROUND THE UK & IRELAND – ENDLESS OPPORTUNITIES*

*Our requirements are constantly changing as places are filled. Below is a good indication of what we have available when going to print.

Practice Line	Business Team	Altrincham	Aberdeen	Ashford	Basingstoke	Bedford	Belfast	Birmingham	Bristol	Cambridge	Cardiff	Chelmsford	Croydon	Chesterfield	Dublin	Edinburgh	Exeter	Galway	Glasgow	Inverness	Leeds	Liverpool	London	Maidstone	Manchester	Newcastle	Norwich	North Acton	Nottingham	Oxford	Peterborough	Plymouth	Southampton	St Albans	Swindon	Teesside	Telford	Warrington	Wimbledon	Westlakes	York				
Building Engineering	Building Services					●	●		●	●	●		●	●	●	●			●		●		●		●			●		●															
	Building Structures/Architecture						●		●	●	●			●	●	●	●					●	●		●																				
	Building Civils										●						●												●																
	Sustainability								●	●	●													●																					
	Acoustics												●																●												●				
	Fire																																												
	Building Physics																							●																					
	IT & Communications																●																												
Geotechnical & Tunnelling	Geotechnical	●				●	●	●				●	●	●						●			●						●							●	●								
	Tunnelling												●	●																															
Water	Water	●			●		●	●	●		●		●		●	●	●					●															●								
	Highways	●		●		●	●	●	●			●	●	●	●	●	●			●																									
Transportation	Rail	●										●	●			●	●					●				●																	●		
	Bridges	●			●	●	●	●	●		●	●	●	●	●	●	●									●	●											●							
	Transport Planning	●	●		●			●	●			●	●	●	●	●	●						●	●										●											
	Development Planning; Strategic Consulting							●	●		●		●	●	●	●	●						●	●						●									●						
	Traffic/Local Roads							●	●				●	●	●	●	●	●					●	●					●	●															
	Ports & Marine				●								●											●											●	●									
	Aviation				●																						●																		
	Programme, Cost & Consultancy	Quantity Surveying/Cost Management							●	●	●	●			●	●	●	●	●	●			●	●	●	●		●			●	●			●										
		Project Management				●			●	●	●	●			●	●	●	●	●	●			●	●	●	●		●			●	●			●										
		Building Surveying				●			●						●											●																			
Energy	Thermal Energy								●													●																							
	Transmission and Distribution								●						●	●								●																					
	Nuclear – Process and Structures															●	●							●																	●		●		
Renewable Energy																●																													

MAKE A START NOW. WHO KNOWS WHERE IT WILL LEAD...



APPLY ONLINE

<http://aecom.com/Careers/Students+and+Graduates/Graduates/Recruitment>

USEFUL TIPS:

- We have one 'live' graduate job for all FY16 graduate positions, you can select and be considered for up to three of our practice lines.
- Please consult our discipline and location matrices in this booklet before starting your application as this will indicate which practice lines you can apply to based on your degree and to which offices.
- We have made our application shorter and introduced word limits so that it doesn't take too long to complete.
- Applications are assessed on a first-come-first-served basis, so submit your application as soon as you can.
- We run rolling recruitment therefore we are filling our positions all year round, so completing your application form, and subsequent assessments if successful, is definitely in your best interests.

- When completing your online assessments should you pass the application sift, ensure you are in a quiet place where you will not be disturbed or distracted as they are timed. The sooner you complete these assessments the more chance there is of putting you forward for your first choice business line and location.
- In your video interview make sure you talk about all three practice line selections (if you selected three) not just your first choice.

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.

EMAIL US AT:

grad_recruit.europe@aecom.com if you have any questions

About AECOM

In a complex and unpredictable world, where growing demands have to be met with finite resources, AECOM brings experience gained from improving quality of life in hundreds of places. We bring together creative, technical and management specialists to work on projects at every scale. We engineer energy-efficient buildings and build new links between cities. We design new communities and regenerate existing ones. Built to deliver a better world, we are positioned to design, build, finance and operate infrastructure assets, serving clients in over 150 countries. We have an annual revenue of approximately \$19 billion and are ranked as the #1 engineering design firm by revenue in *Engineering News-Record*. We are a *Fortune* magazine World's Most Admired Company.

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JobCrowd

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for graduates to work for

IN 2015 / 16

THE TIMES **2015**

TOP 100

GRADUATE EMPLOYERS



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