



**Ideas make space.**

**For business. For change. For good.**

Start your graduate career  
at Mott MacDonald.

# To be great at what you do, join people who are great at what they do.

## Introducing Mott MacDonald

### Where people matter

Welcome to Mott MacDonald, a company where you can make a real difference.

We live in a dynamic and rapidly changing world, and our passionate teams of experts thrive on tackling many of its most pressing challenges – social, economic and environmental. We like to look at problems from a fresh angle and aim to add value at every stage, for our clients, our employees and the lives we touch every day.

Our 16,000 experts are working on engineering, management and development projects in 150 countries. We're constantly finding opportunities in complexity.

"I've had the opportunity to work on multidisciplinary projects while being part of a supportive team, which has made my role here very interesting."

**Abu Yousaf**

Graduate electrical engineer

### We're all in this together

We like to think of ourselves as one big family. We're one of the world's largest employee-owned companies. We can choose the work we take on, allowing us to focus on the issues that really matter. We're independent in thought and action, which means we advise what is genuinely right for our clients, our staff and communities – not what is easy. We want to do a great job for everyone involved.

"There is a great energy and positivity in the office and I am working alongside some of the top technical experts in the country to develop creative and innovative engineering solutions. It's great to be surrounded by so many passionate and knowledgeable people, and I feel as though there's lots of room here to grow, learn and take my career where I want to take it."

**Kaye Pollard**

Graduate civil engineer

# Exciting projects that make a difference

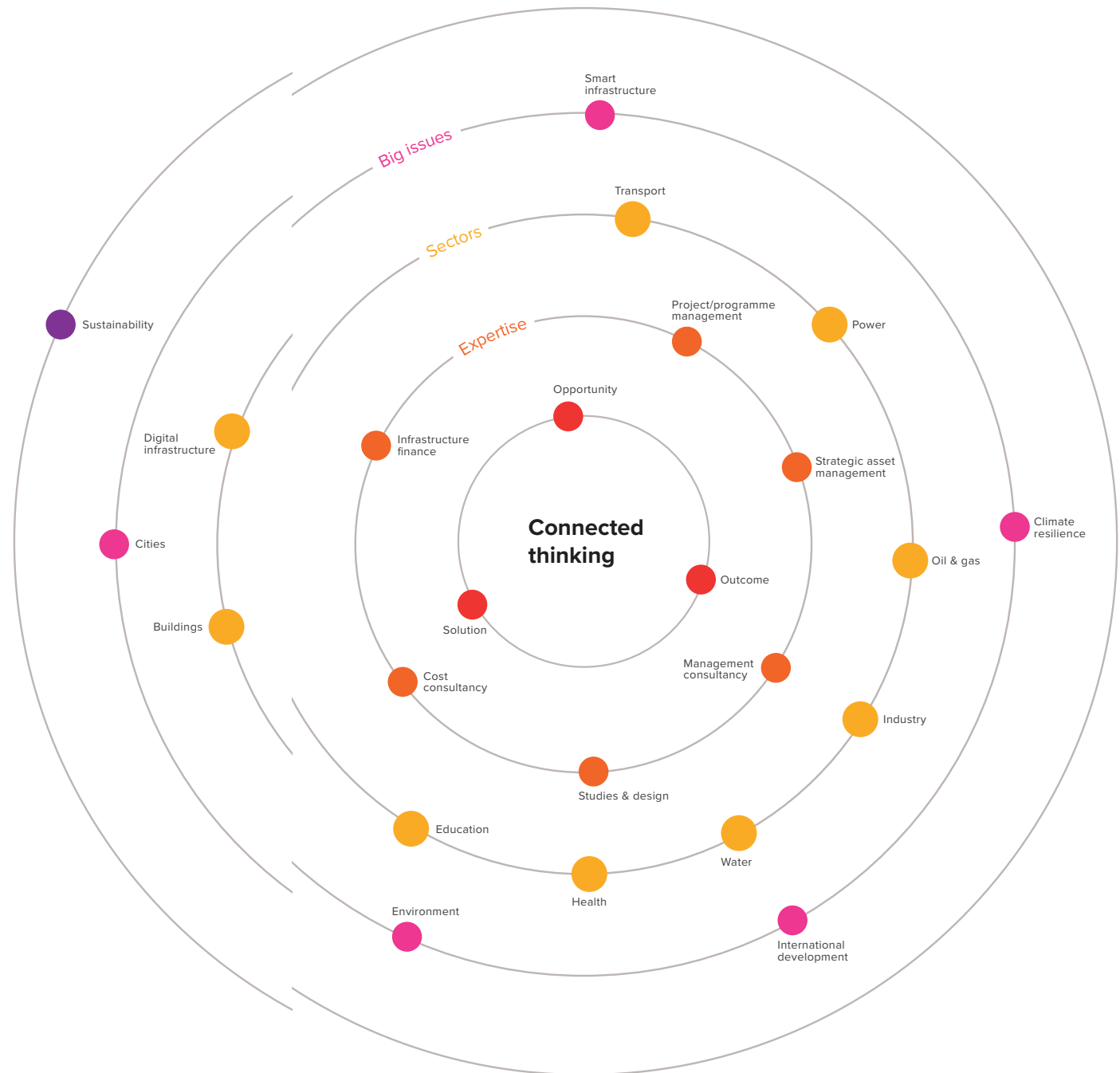
## Transforming communities and building a smarter world.

Many of our people joined Mott MacDonald for the chance to utilise their skills on projects that make a difference to the communities that we live and work in. Be part of our innovative network of experts and not only will you learn something new every day, but you will also be right in the thick of the excitement.

Improvement is at the heart of what we offer and with our diverse range of global projects, our experts get the chance to solve issues and create an impact.

We've taken Hong Kong International Airport to new heights and also transformed education and learning for pupils in Ghana. For us the 'opportunity space' is where we can create better economic, environmental and social outcomes.

Our work spans across a range of different sectors. By challenging norms, we align the right combinations of expertise and experience to deliver long-lasting value.



# Opportunities galore



It's the thinkers of today that are changing tomorrow's world.

Start your career with us and you will have an array of opportunities at your fingertips. You'll be part of a globally connected community with access to an exceptional breadth of career paths.

## Tim Hou

Graduate engineer

"I've worked on a number of complex, international projects. The variety and size of them ensures work is always interesting and engaging. It can be challenging but there is a strong support network and always someone to offer guidance when required. Whatever you do, you're never doing the same thing twice."

## Ross Torry

Graduate engineer

"Working at Mott MacDonald has been a real eye opener. I have learnt so much in my 10 months here and the work is more exciting and interesting than problems tackled at university. You have the opportunity to work on some of the biggest and most exciting projects currently ongoing in the UK, in a friendly environment with extremely helpful people."



# 10 things you can expect from Mott MacDonald

## 1.

### Restless curiosity

We like challenge, change and to be always learning. We are independent thinkers, constantly curious about the world and how to make it better for everyone.

## 2.

### Creativity

We bring together the brightest minds to inquire, problem solve, invent and achieve the best outcomes.

## 3.

### Human focus

We never lose sight of the human impact of our actions and the responsibility that this entails.

## 4.

### Respect

We are inclusive, respecting the environment and everyone with whom we work, valuing all people and cultures equally.

## 5.

### Integrity

We deliver on our promises, behave ethically and do not tolerate bribery or corruption.

## 7.

### Partnership

We are at our best when we work with our clients to help define and solve problems, and deliver solutions.

## 8.

### Leadership

We want to be at the leading edge of everything we do – so our clients get the best results.

## 9.

### Collaboration

We develop trust-based relationships that allow us to do our best work.

## 10.

### Commitment

We aim to turn obstacles into sustainable solutions for our clients and the lives they touch, by maintaining unswerving focus on their needs.

# So, what's life really like at Mott MacDonald?

## Network beyond your day job.

It's important to us that we enable our people to fulfil their ambitions and recognise their full potential. Therefore, we believe that work isn't all about work.

### We work and we play

The range of activities organised by our office sports and social committees is almost as diverse as the people who work for us. From our extremely popular footy matches to theatre trips, quizzes and inter-office competitions – there is always something to get involved in. You will have the opportunity to expand your social and professional networks by meeting new people across the company. It's a lot of fun!

### Reap the rewards

Start your career with us and you can expect to earn a competitive starting salary (£26,000–£30,000) along with biannual salary reviews\*. We like to ensure that our people are regularly rewarded. Therefore, as part of our commitment to employee ownership, we share a proportion of each year's profit among our staff enabling them to benefit from a yearly bonus.

"There is a very active sports and social committee that organise a wide variety of events throughout the year. This has been a great way to socialise with colleagues from other teams outside the office."

#### Jayne Howden

Graduate quantity surveyor

### Charity starts here

If you're passionate about making a positive change then this is the place for you. Our culture of corporate social responsibility runs deep and we encourage all our staff – graduates especially – to get involved. Some of the things that we like to get involved in are:

- Investing in the next generation by promoting engineering in schools
- Being active members of humanitarian and disaster relief charities such as RedR, Water Aid and Engineers Without Borders
- Supporting external charities through our corporate social responsibility initiative

### Diversity is at the heart of our organisation

We also have our Advance employee network which provides a range of equality, diversity and inclusion opportunities and staff events.

"As an intercounty hurler, my bosses are very understanding with my training commitments, allowing me to work flexible hours so that I can perform to the best of my abilities on the pitch and in the office."

#### Kevin Gilmartin

Graduate civil engineer

\*For the first three years, then annually thereafter.

# Helping you grow to your potential – what to expect

## Inspire professional excellence

As soon as you join us as a graduate, you will be part of the global Early Career Professional (ECP) network. The ECP network will provide you with a nurturing and challenging environment in which to expand your horizons, develop new skills, build confidence, and make new connections. This is done through a range of talks, workshops, mentoring and formal and informal learning.

## Where ambition meets opportunity

We're good at what we do and you can be too. We are experts at getting our graduates to chartered status so, using all the resources available to you, you will have the opportunity to work on exciting projects while making your career journey to chartered status.

## An academy of professionals

As well as the ECP network, you will be a member of the Mott MacDonald Academy, a structured development programme for entry level professionals. The Academy will introduce you to key business and commercial competencies, helping you to drive your career forward while improving your personal effectiveness, customer focus, communication and teamwork.

## Guidance along the way

It doesn't stop there. You will be assigned a dedicated chartered mentor who will guide you to meet your professional goals and objectives. You will also have various online learning tools and courses at your fingertips ready and available to aid your development.

Commercial success


**Your  
future**


Professional excellence

Employee fulfilment



Customer satisfaction

## In the spotlight with

## Rebecca Stubbs

Graduate structural engineer

## What attracted you?

The culture. Although there are business ways of doing things, it feels much more personal than some of the other large consultancies. People have real passions and interests both within work and in their spare time. It makes for good chat over the coffee machine!

## Describe some of your work

I have been involved with all kinds of work, from architecturally driven designs to writing bids for large university framework contracts, 3D seismic modelling and assessment of historical buildings. Sometimes I do all these things in the same week!

## Describe your favourite career moment so far

I redelivered an Institution of Civil Engineers' presentation on the role of engineers in achieving the global Sustainable Development Goals. I was overwhelmed by the positive engagement, discussion and variety of people both in the room and on the call from all over the globe! It reminded me that it pays to be bold.

## How is the work-life balance?

Good! I am a triathlete outside of work so I'm regularly topping and tailing work days or squeezing sessions in at lunchtime. As part of the sports and social scene here, I've been involved in running races, dragon boat racing, wine and beer festivals, indoor bouldering, the International Rugby 7s tournament at Twickenham and, of course, the company sports day. This is all subsidised.





# Our placement opportunities

Your chance to test the waters and discover Mott MacDonald.

We want you to be sure about joining us once you leave university.

Our range of summer internships and industrial placements are an opportunity for you to get an insight into the industry – and our company. Focusing on one of our many sectors, you'll gain valuable experience by working alongside graduates and experienced professionals. We recruit many of our interns to graduate roles, so a placement can be a great way to launch your career.

**Summer placements are six to 12 weeks, starting in June**

- Building services
- Civil and structural engineering
- Electrical engineering
- Environmental
- Mechanical engineering
- Transport planning
- Geotechnics

**Industrial placements are six and 12 months, starting in September**

- Civil engineering
- Electrical engineering
- Environmental
- Mechanical engineering
- Systems engineering
- Process engineering

**Get your career started with the right combination of experience and qualifications**

# Our graduate schemes

Not just another job.

Join our passionate team of planners, engineers, consultants and surveyors and you will be at the forefront of all the action. We know that the first step into the working world can be a daunting experience, so our global network of experts will be there to guide you every step of the way.

Our people say...

**Fidel Olaye**

Graduate electrical engineer

"With Mott MacDonald's expertise and experience, there are a variety of jobs to get involved in. As an early career professional, this is very important as it allows you to try different things and figure out where your strengths and passions lie. It has been a wonderful experience so far. I've met amazing people from various backgrounds that have all, in some way, made my time here even better."





# Which scheme is for you?

Your degree course		Our graduate schemes	We'll support you to meet the objectives of a professional training agreement, such as:	
Mechanical engineering		<b>Mechanical engineering</b>	The Institution of Mechanical Engineers (IMechE) or Chartered Institution of Building Services Engineers (CIBSE).	Turn to page 18
Aeronautical engineering				
Civil engineering		<b>Civil and structural engineering</b>	The Institution of Civil Engineers (ICE) or the Institution of Structural Engineers (IStructE).	Turn to page 20
Environmental engineering				
Structural engineering		<b>Electrical engineering</b>	The Institution of Engineering & Technology (IET) or Chartered Institution of Building Services Engineers (CIBSE).	Turn to page 22
Electrical engineering				
Building services		<b>Building services</b>	The Chartered Institution of Building Services Engineers (CIBSE), the Institution of Engineering & Technology (IET) or the Institution of Mechanical Engineers (IMechE).	Turn to page 24
Mathematics or numerical – e.g. physics				
Geography		<b>Transport planning</b>	The Chartered Institution of Highways & Transportation (CIHT) or our customised training programme designed in partnership with the Institution of Rail Operators (IRO).	Turn to page 26
Geotechnical engineering				
Environmental science		<b>Environment</b>	The Chartered Institution of Water & Environmental Management (CIWEM).	Turn to page 28
Geology				
Ecology		<b>Management consultancy</b>	The Institute of Consulting (IC).	Turn to page 30
Business				
Economics		<b>Quantity surveying</b>	The Royal Institution of Chartered Surveyors (RICS).	Turn to page 32
Quantity surveying				
Construction management		<b>Project management</b>	The Association for Project Management (APM).	Turn to page 34
Project management				
Other discipline: we may still have roles that suit you. Turn to page 36 for more information		<b>Other vacancies</b>	Aviation, acoustic engineering, BIM, fire engineering, economists, social science, human factors, systems engineering, computer science and many more.	Turn to page 36

## Choosing your path

# Mechanical engineering

## Solving new challenges in smart ways: it's what our mechanical engineers do best.

Our expert mechanical engineers work across a range of sectors. Join us as a graduate and you will have the opportunity to specialise in one of these sectors while designing and delivering sustainable solutions within a passionate, talented and innovative team.

You will play a vital role in getting the most from existing assets by fine tuning operation and safeguarding resilience and durability.

### Top three things our graduates like about this scheme:

- "Being part of the Devoll Hydropower project site team in Albania for over three months was a challenge that gave me really valuable experience."
- "There are amazing mechanical engineers in the company that I can learn from."
- "My work directly influences the decision as to which option will be adopted and implemented."

### You could be working in one of these sectors:

- Building services
- Railways
- Water
- Energy

### This scheme will lead you to chartership with:

The Institution of Mechanical Engineers (IMechE) or the Chartered Institution of Building Services Engineers (CIBSE)

## Our people say...

## Edgar Perez

Graduate wind energy engineer

"I have done energy yield analyses, operations and maintenance monitoring, and wind turbine inspections, so there's lots of variety. One of my most exciting projects was in Uruguay. After just five months in the company, I travelled to South America to inspect two wind farms, which involved climbing to the top of the turbines. When sitting up there, I said to myself: 'can't complain about my office views!' I have also contributed to the development of new technical capabilities within the team. With another graduate from our Paris office, I developed a new software code which allows us to analyse information gathered by wind turbines' SCADA systems faster and more reliably. It was challenging – and very rewarding."

## Christopher Bonner

Graduate mechanical engineer

"One of the best things that has happened to me personally since starting as a graduate is that I was able to represent the water and environment part of the business at the graduate weekend in New Jersey. I made plenty of new contacts that work in the same industry as myself and got to see a different style of working. I am currently based in the Shifnal office. However, with the training days that graduates attend all over the country, you get to see different offices and plenty of environments throughout the UK."



## Choosing your path

# Civil and structural engineering

Our population is growing and our climate is changing – so the work of a civil engineer has never been more essential.

With the opportunity to create better cities, reduce poverty, improve health, and make our environment more resilient against climate change, civil engineering can be extremely rewarding. As a graduate civil engineer, you will have the chance to make a real difference by applying your lateral thinking and using sustainability to create economic and social growth for generations to come. So, are you ready for the challenge?

### Top three things our graduates like about this scheme:

- “Access to technology that is ahead of current practice within the industry.”
- “The chance to work on various exciting national and international projects.”
- “Getting to go out on site to supervise ground investigations. After designing the specifics of an investigation, it is fantastic to watch it in action and to see the results.”

### You could be working in one of these sectors:

- Structures
- Water
- Energy
- Geotechnics
- Infrastructure
- Marine
- Buildings
- Railways
- Highways
- Bridges
- Tunnels
- Special services

### This scheme will lead you to chartership with:

The Institution of Civil Engineers (ICE) or the Institution of Structural Engineers (IStructE)

## Our people say...

### Ruoqi Lin

Graduate civil engineer

“Mott MacDonald is not only focused on delivering projects, but also on ensuring that staff enjoy work and other things in life. Training about unconscious bias and mentoring schemes for minority groups are highly encouraged. It makes me engaged at work, knowing talent is valued and that the company is keen to invest in the technical knowledge of employees and the development of an open and inclusive culture.”

### Archibong Kooffreh

Graduate civil engineer

“Soon after joining, I was given the opportunity to work with the highway team in Glasgow on dualling the A96 highway from Inverness to Aberdeen. The constantly evolving technology used by Mott MacDonald has made for seamless collaboration between colleagues, regardless of location. Meaning that, as a graduate, you have access to all the help you need.”



## Choosing your path

# Electrical engineering

Buildings, transport, power and water – as the digital revolution continues to be applied to the provision of our essential services, electrical engineering is in everything and everywhere.

With technology constantly evolving, electrical engineering will continue to play a key role in creating smart infrastructure while helping to deliver better performance. Our graduate electrical engineers work in world class teams to design and deliver sustainable solutions on a variety of projects including power supply, railways, water and buildings. This means you could be part of some of the most essential changes within our society today.

### Top three things our graduates like about this scheme:

- “The work is very flexible and there are exciting opportunities to move abroad early in your career as several overseas projects are awaiting kick-off.”
- “I have been exposed to and involved in various aspects of the power, transmission and distribution industry in such a short time frame.”
- “The culture is very much focused on flexibility, collaborative working and knowledge sharing.”

### You could be working in one of these sectors:

- Building services
- Railways
- Highways
- Water
- Energy

### This scheme will lead you to chartership with:

The Institution of Engineering & Technology (IET) or the Chartered Institution of Building Services Engineers (CIBSE)

## Our people say...

### Dadiso Musarurwa Paul Muchatuta

Graduate electrical engineer

“Working here has been an exciting challenge. I have grown in my technical expertise and also in my soft skills and project management skills. The cultural diversity, good work environment and great opportunities for growth make Mott MacDonald a great company to be a part of.”

Graduate reliability, availability, maintainability and safety (RAMS) engineer

“Within a month, I had the opportunity to begin working at one of the Crossrail offices full-time. This meant working directly with the client, other interfacing companies and a multinational, multidisciplinary team from the get go. The project office is fast paced and exciting and, while I know this is cliché, every day really isn't the same. One day I could be doing reliability block diagrams or fault tree analysis simulation work, the next I could be assisting in running an interface hazard analysis workshop or authorising reports to justify meeting requirements for an entire system.”





## Choosing your path

# Building services

It takes creative thinking, a methodical approach and innovative solutions to take a building from an empty shell to a pleasant space to live and work.

It's like conducting an orchestra: building orientation, ventilation, lighting, heating, air supply... our experts experiment with these factors and more to ensure that buildings are sustainable as well as comfortable to use. Our building services engineers provide innovative design solutions that make a lasting difference for clients, building users and the environment. We've developed a number of industry-leading tools to advance sustainability, including thermal, energy use, carbon and occupancy modelling tools.

### Top three things our graduates like about this scheme:

- "I balance multiple projects day-to-day and find learning by working on a real job with a senior engineer is an effective way to build my skills."
- "Since I started, I have been given great opportunities in project management which I would not normally attain at my level."
- "My colleagues make every day in the office enjoyable and I'm continually learning. People are friendly and willing to share their knowledge."

### You could specialise in one of the following areas:

- Mechanical
- Electrical
- Public health

### This scheme will lead you to chartership with:

The Chartered Institution of Building Services Engineers (CIBSE), the Institution of Engineering & Technology (IET) or the Institution of Mechanical Engineers (IMechE)

## Our people say...

### Grant Thompson

Graduate building services engineer

"One of the main reasons I applied to be a building services engineer here is Mott MacDonald's culture, positivity towards achieving a good work-life balance, and the wide range of exciting projects. My experience so far has been very enjoyable and the company never ceases to amaze me. The community is vibrant, energetic and inclusive. It's exemplified by the annual sports day, an exciting event hosted by a different office every two years, in which over 500 people get together to take part in friendly competition and then socialise in the evening. Through it I've had the opportunity to meet staff members from offices around the world."

### Lirui Zhang

Graduate electrical building services engineer

"Being able to work in the office and on site is great, as it's always exciting to watch your own design being implemented. I have had the opportunity to work on London's Crossrail project. Day-to-day activities range from technical design to onsite surveys and client meetings. I am constantly supported and guided by colleagues. Everyone on the team is patient and willing to share their knowledge. I am now working on projects in aviation, rail and health care – it is great to use my knowledge and skills gained from previous projects."



## Choosing your path

# Transport planning

The world of transport is fast moving and constantly evolving – be part of the change.

Efficient transport is the beating heart of a strong economy. Would you like to be one of the driving forces behind everyday journeys? Join us and you'll have the opportunity to team up with our clients and help build intelligent transport systems that move the world forward. With engineering advances and digital technologies continually pushing boundaries in traditional sectors, you will be involved in introducing radical new concepts.

### Top three things our graduates like about this scheme:

- "I won a contest to attend the North American graduate weekend in New Jersey."
- "Graduates are supported in expanding their knowledge through seminars and events. I recently attended evening AutoCAD lessons with colleagues to further develop my computing skills."
- "The company has paid for me to become an affiliate member of the Royal Town Planning Institute and I'm working towards chartership. Since I started, I have also attended training courses in local plan making and GIS."

### You could specialise in one of the following areas:

- Transport modelling
- Transport planning
- Traffic engineering
- Pedestrian modelling
- Rail planning

### This scheme will lead you to chartership with:

The Chartered Institution of Highways & Transportation (CIHT) or our customised training programme designed in partnership with the Institution of Rail Operators (IRO)

## Our people say...

### Thanos Georgakis

Graduate airport planner

"I have been involved in large-scale, high-profile airport masterplans globally, undertaking different roles and responsibilities, from capacity analysis and terminal modelling/simulation to terminal and airfield planning. The absence of a strict hierarchical structure and the family-type atmosphere have given me the opportunity to be mentored by some of the best airport planners in the industry, expand my knowledge, and develop my experience at a fast pace. My biggest achievement so far has been delivering a detailed capacity study for a large airport by implementing a new modelling technique using CAST simulation. Outside the office, the social culture is also exciting. The aviation team is diverse and vibrant, with a strong sense of camaraderie."

### Carmen Lau

Graduate transport planner

"As a global company we benefit from having colleagues all over the world. Utilising digital technology, I've been heavily involved in a project between Manchester and Cardiff, which has drawn on the expertise of different people across the company. I feel like a valued member of the team, my voice is heard and I feel like I contribute to shaping the future of the team. In general, this is a fantastic place to work coming out of university, as there are plenty of other graduates around, as well as more experienced staff who can support your development."



## Choosing your path

# Environment

With ever greater demand for natural resources and pressure on the environment from the world's growing population, water and environmental management expertise is more necessary now than ever.

Water, sanitation and environmental sustainability are among the fundamental requirements for healthy living. With a fast-growing global population and rapid urbanisation, environmental engineering has never been more vital. Join our world leading environmental experts and you'll be using sustainability at every step to deliver better outcomes.

### Top three things our graduates like about this scheme:

- "The possibility to shape my career in different directions, from project management to technical roles."
- "The variety of projects and different roles performed in each project."
- "Early on in my career I visited our office in New Jersey and I am still in touch with people I met there."

### You could specialise in one of the following areas:

- Ecology
- Environmental consultancy

### This scheme will lead you to chartership with:

The Chartered Institution of Water & Environmental Management (CIWEM)

## Our people say...

### Dominic Samways

Graduate environmental consultant

"I'm already contributing to schemes spanning a range of areas, from flood alleviation to outreach in local schools. There's a lot to learn but my colleagues are supportive and the company encourages a good work-life balance, so I feel motivated but not under too much pressure. I enjoy occasional site work and there are plenty of opportunities to develop skills, knowledge and contacts if you take them. I would like to work internationally in the future and I'm confident this will be achievable given the global careers that some of the other members of my team have had."

### Emma Bacchus

Graduate ecologist

"The best thing about working for Mott MacDonald is the people. There's an amazing feeling of belonging and community. Everyone is so friendly, willing to help you and give advice. There is a sports and social committee in each office, so there are regular social and networking events which you can get involved with. There's also a clear route for career development. During my first year, I attended two external training courses. As a result I was able to apply for my great crested newt class 1 licence."





## Choosing your path

# Management consultancy

## Setting objectives, devising strategy, planning, implementing... Do you have what it takes to attain and sustain success?

If you consider yourself to be a person with an analytical and strategic mind, then this could be the ideal scheme for you. Our management consultants work with private and public sector clients to make improvements, implement change and manage risk, as well as identifying and fixing problems. We're exceptional in our field because our management consultancy expertise is backed by our engineering disciplines. Management consultants play a major part in achieving positive change.

### Top three things our graduates like about this scheme:

- "My first three years have allowed me to work on a number of international assignments in places such as Germany, Albania and Italy."
- "The technology we use makes my day-to-day role far more effective and enjoyable as I can easily connect with colleagues globally."
- "Graduates undergo on-the-job and classroom training within the first four to five years of their career, with a Certified Management Consultant exam at the end to gain formal professional accreditation."

### You could be working in one of these sectors:

- Infrastructure finance
- Health
- Education
- Government

### This scheme will lead you to charterhip with:

The Institute of Consulting (IC).

## Our people say...

### Lisa Steffen

Graduate consultant

"One of the best things about Mott MacDonald is the work with colleagues, across an incredibly broad spectrum of disciplines and industries. This gives you access to a wealth of knowledge internally, particularly as colleagues are eager to share their insights and collaborate where possible. Nine times out of 10 you will be able to find a colleague who is an expert in the topic you are interested in! Also, everyone is incredibly down to earth and approachable. In addition to project-based work, you gain experience through internal roles. I am involved in bids, manage a government procurement framework and help organise team events and activities, giving me variety in my day-to-day roles."

### Reema Shah

Graduate management consultant

"It's been an exciting career so far: I've gained an overview of the business by working in the buildings, transport, water and education sectors. My daily activities change all the time, from focusing on monthly reports, to business strategy and pulling together bids. The best thing about my job is being able to talk to people from different disciplines and across the range of seniority. The work culture is exciting as I am surrounded by people who really enjoy what they do and spread that enthusiasm. I have enjoyed the social aspect as well, with dinner clubs, social sports and the Christmas party!"



## Choosing your path

# Quantity surveying

**It's a numbers game: cost efficiency is the difference between a project's success and failure.**

From a project's inception, right through to completion, there will always be costs and calculations involved. Our passionate team of quantity surveyors, cost management consultants and cost engineers are skilled in accurately predicting the capital cost of asset investment programmes and projects. They are constantly using their logical and practical thinking to ensure that our clients' business needs are being met. It takes a methodical approach to solve problems of this nature – have you got what it takes?

### Top three things our graduates like about this scheme:

- “With constant access to online portals, communication and collaboration is greatly improved between colleagues.”
- “I attended a graduate weekend in the USA where I had the opportunity to not only meet the graduates from that region but to learn about the projects they are developing.”
- “The work is immersive and engaging, meaning I've quickly developed a good understanding of the projects I work on.”

### You could be working in one of these sectors:

- Water and environment
- Property
- Transport
- Energy

### This scheme will lead you to chartered status with:

The Royal Institution of Chartered Surveyors (RICS)

## Our people say...

### Stephen Mills

Graduate quantity surveyor

“The graduate academy is an opportunity to grow your career whether you are fresh from the education route or a mature student looking to change the direction of your career. The staff within the graduate and development team are very helpful and approachable. This is also true of the team I joined in the advisory part of the business. Everyone I've met has been very helpful and the resources, in terms of expertise, are easily accessible through the software in place.”

### Chris Irving

Graduate quantity surveyor

“My favourite among a number of exciting projects has to be the restoration of Alexandra Palace's theatre auditorium in north London. It used to be one of the BBC's major broadcast centres, but has been closed to the public for decades, so it was great to be part of the grand reopening. Day-to-day activities can range from on-site valuations to principal and client meetings. Although we work extremely hard to ensure that project deadlines are met, relationship building is always encouraged through lots of sports and social events with both clients and colleagues.”



## Choosing your path

# Project management

An efficient project manager is the difference between the success and the failure of a project. Do you have what it takes?

Delivering outcomes, meeting deadlines and achieving objectives – our expert project managers work for clients in all sectors of the economy to ensure that projects are completed successfully. Economic austerity may be the ‘new normal’ but there’s a global infrastructure list like never before. Our graduates thrive on gaining diverse experience and being part of an award-winning global team.

### Top three things our graduates like about this scheme:

- “I have been given the chance to sit and pass my CSCS examination. I am also being supported by my line manager to obtain APMQ qualification.”
- “There has always been an opportunity to go outside of my comfort zone but it’s developing me as a professional and it doesn’t go unnoticed.”
- “Working here is a fantastic experience for me because all of the managers and my colleagues are extremely supportive and encouraging.”

### You could be working in one of these sectors:

- Property
- Transport
- Water and environment
- Energy

### This scheme will lead you to chartership with:

The Association for Project Management (APM)

## Our people say...

### Pasquale Bucciaglia

Graduate project manager

“Designing major infrastructure projects that shape the world we live in is the dream of many young professionals. For the past two years, that dream has been my day-to-day reality. I’m part of the project management team for London’s Crossrail, now known as the Elizabeth Line. When it’s complete this project will shape the way we commute and has certainly changed the way we design public transportation. It’s an astonishing experience that nurtures my ambitions and has made me proud of what I do.”

### Hazel Easton

Graduate project manager

“A couple of weeks after I started I was seconded to work on a fast-moving project in Carlisle and have been here ever since. On a typical day, I liaise with contractors and approval authorities on designs and schedules. I attend everything from design workshops for bridges to progress meetings. Since joining Mott MacDonald I have achieved my postgraduate certificate in civil engineering and construction management. In addition, I have gained my construction skills certification scheme (CSCS) card with full marks.”





## Choosing your path

# Other opportunities

We're a diverse organisation. If one of our main schemes does not offer you the career you have in mind, we may well have more graduate opportunities that are right for you.

### Additional disciplines we will be recruiting for this year are:

- Aviation
- Acoustic engineering
- BIM
- Fire engineering
- Economics
- Social science
- Human factors
- Systems engineering
- Computer science
- Engineering geology
- Process engineering
- Aeronautical

### And many more...

Keep an eye on our graduate pages and social media, as we will be advertising roles there as they arise.

## Our people say...

### Chris Matthew

Graduate fire engineer

"The constant variety of projects coming in keeps things interesting. So far, I've worked on flood defences, stadia, sports facilities, water treatment plants, schools, residential buildings, prisons, hospitals, a library and a museum. Each of these have presented their own unique challenges, meaning you are constantly learning new things and developing both technically and professionally. Helping to develop the technical capability of our team has been a fantastic experience too. Within my first few months, I helped another graduate to further our understanding of structural fire engineering and what opportunities it presents for our team. The work-life balance here has also allowed me to pursue my main sport, climbing, as much as I did at university."



Where are they now?

## Cathy Travers

General manager, buildings and infrastructure

Having a clear idea of just where your career could take you can be extremely useful. After leaving university life behind, it's sometimes difficult to envision exactly what your journey could look like and just how far you could go.

I studied engineering at the University of Sheffield, and liked the city so much, I decided to stick around and joined our Sheffield team.

### Why did I choose Mott MacDonald?

While completing my four-year MEng degree, I'd heard many positive things about Mott MacDonald, so I was excited to join. Other influencing factors were that I loved Sheffield and met my husband Neil at university. He was doing his PhD when I was doing my masters. Neil is into climbing and the Peak District is a major place for climbers, so we decided we wanted to stay.

### The highs

I have had many enjoyable career moments, particularly working as part of the design team on Twickenham Rugby north, east and west stands and also delivering a £600M school project across the city of Hull. I'm proud of the fact that I have won big frameworks for the company, such as our framework with the Education & Skills Funding Agency. However, my biggest career highlight was being appointed onto the Mott MacDonald shareholders committee – a body that holds the Executive Board to account on behalf of all the employees, who are the 100% owners of the company. I'm very proud to be respected enough to have been voted on to the committee and entrusted with such a role.

### Work and life – it's all about the balance

I have two children. One is 25 and the other is 23. My husband runs his own business, so when the kids were young we had to juggle a lot

of dropping-off and picking-up. I did travel at this time but didn't work away from home for long periods. As our children got older I was able to travel more.

I think it is important to be clear about your boundaries, what you can and can't do. You don't have to work excessively long hours to be effective. You need down time and space to reflect, otherwise you don't learn and improve. It is also good to be able to empower and trust others. You don't have to do it all yourself. Exercise and getting outdoors is massively beneficial and promotes good mental health. I was lucky that I had bosses who were good and kept telling me I could do things even when I thought I couldn't. This helped me build confidence and resilience. This was especially important when I was poorly with cancer six years ago, as they understood that it was my family and friends I wanted around me. That sort of thing helps you to focus on what's important.

### My advice for graduates joining Mott MacDonald

Take ownership of what you do. Get involved and contribute to the business, don't sit back and expect things to happen. Show leadership and help drive initiatives forward. Take opportunities when they arise, you never know what will happen!



Where are they now?

## Charlie Woollcombe-Adams

Chartered civil engineer

From an ambitious university student to a chartered civil engineer and father of one, Charlie has experienced many pivotal life moments while climbing the career ladder. So, how has the experience been for him?

### Why did I choose Mott MacDonald?

When looking for a company to start my career with, I wanted to join somewhere with a variety of disciplines, projects and jobs. Mott MacDonald stood out as being the most attractive of the companies I found, so I was extremely grateful when I was offered sponsorship, work placements and support throughout university via the ICE QUEST scholarship.

### The highs

My favourite moments have been when supervising construction works, particularly those where I have had design input.

A particular highlight was when I was supervising the construction of a wind farm during the first turbine blade set lift. It was a beautiful summer's evening, and the two cranes lifting the rotor formed a wonderful silhouette against the setting sun and rural background. With the exception of the slingers guiding the crane drivers over the radios, there was silence as we all stared in anticipation. A faint clunk was heard as the rotor hub connected with the nacelle. Then suddenly a tremendous cheer broke out from the local families at the public viewing area, which grew and grew as the rest of us joined in across the site!

### Work and life – it's all about the balance

Mott MacDonald is unquestionably supportive when it comes to work-life balance. This is through the ethos it creates among its employees to be understanding of everybody's different circumstances and career ambitions, and its recognition that you will do your most for the company when you are at your happiest. The support is always there. I've been supported throughout my career. While at university, on site, away from home, and now as I begin along the bumpy path of fatherhood!

### My advice for graduates joining Mott MacDonald

Take every opportunity that you can and try everything at least once. Look to gain something from every experience whether good or bad.

Actively seek the opportunities you are keen to pursue. And never forget that you have a strong network of colleagues ready to help and support you with anything and everything.



# Application process

Applying for your first job after university can be stressful. We understand this. That's why we aim to make our application process as straightforward as possible. Unlike most graduate recruiters, we do not have assessment days. Instead, you will be invited to an interview with your future team where you'll have the opportunity to see the environment that you could be working in.

1

Application form  
(where we find out more about you and your passion for the sector applied for)

2

Online strengths test

3

Interview with your future team

4

Offer

Please keep an eye on our website where individual vacancies outside of the schemes will be advertised.

If you have any questions, queries or simply need some assistance with your online application, do not hesitate to contact the graduate recruitment team at: [earlycareers.recruitment@mottmac.com](mailto:earlycareers.recruitment@mottmac.com)

For the latest Mott MacDonald news and information about our schemes, follow us on Twitter [@MottMacFuture](https://twitter.com/MottMacFuture)

**Deadline: 18 November 2018**

# A great place to work

## Don't just take our word for it

In the last year our people and projects have won over 100 awards, and we've picked up these accolades for recruitment, development and workplace culture too.





# Unlocking creativity

Be part of a dedicated team delivering long-lasting value at every stage of a project. Working in all areas of infrastructure, management and development, we look at challenges from a fresh angle, creating solutions that improve people's lives.

**We are Mott MacDonald.**

**We open opportunities with connected thinking.**

**Twitter:** @MottMacFuture

**Facebook:** @mottmacdonaldgroup

**LinkedIn:** Mott MacDonald

**Instagram:** @mottmacgroup

**YouTube:** Mott MacDonald

[earlycareers.recruitment@mottmac.com](mailto:earlycareers.recruitment@mottmac.com)  
[mottmac.com/careers/uk-graduate](https://mottmac.com/careers/uk-graduate)