

Engineering. Management. Development.

Join an employer committed to
building a better future for all.



Build a career that will really make a difference.

Great challenges need great solutions. You can make a difference by joining Mott MacDonald. We're committed to improving society by adding social value and transforming communities in ways that will deliver a sustainable, resilient future for all.



Start a career you'll love, with training and development on work you can believe in.

What we do?

Combining a variety of skills, our diverse teams collaborate on a wide range of work, like designing hospitals, sports stadiums and bridges, advising on energy-saving buildings, planning complex transport routes and enabling environment-protecting projects. By bringing sustainable solutions, we are helping to meet some of humanity's most difficult challenges – creating a better future for people and our world.

Why do an apprenticeship with us?

An apprenticeship is a great route into our industry. Not only will you be earning a salary straight away but you'll also get the chance to expand your knowledge by attending university or college once a week – which you then get to put into practice at work. Combining work and study enables you to develop industry relevant skills that you can't get from education alone, and can help fast-track your career! You will be supported throughout to achieve an apprenticeship qualification, often one with the professional institution for your chosen discipline.

Join us, to grow the future you want.



So many
opportunities to
make a difference.



Our apprenticeships

We offer three levels of apprenticeship:

AL

Advanced level apprenticeships

For school leavers with GCSEs or A-levels/Highers. Gain a Level 3 Diploma qualification, with potential to progress to a degree level apprenticeship.

HL

Higher level apprenticeships

Equivalent to the first year of an undergraduate degree or an HNC, these apprenticeships will provide you with on-the-job training and study to gain the right experience and skills to succeed. On completion, you will receive a recognised qualification.

DL

Degree level apprenticeships

Gain a degree and professional qualification while gaining vital work experience. Once you have finished your apprenticeship, you will be a qualified professional in your chosen field, and will be able to continue on your chosen career path.

DL

Electrical and mechanical engineering

Join our team to learn how to apply innovation in a complex environment and solve engineering problems through design and consultancy. We have a host of exciting engineering projects which require a methodical approach to problem solving. You will develop experience across many areas related to mechanical and electrical engineering.

AL

Civil engineering

Civil engineers help to create environments where people can live and flourish. You'll contribute to the design, construction and maintenance of structures, from stadiums and motorways to rail lines and waterways.

DL

DL

Project management

Project managers make sure everything happens to deadline, within budget and with the best outcomes. Develop valuable skills and knowledge, learning how to manage the projects of the future.

AL

Environment

DL

With a fast-growing global population and increasing demand for natural resources, the environment needs more protection than ever before. Join our team of environmental practitioners and you can help us make the world more sustainable.

AL

Building services engineering

DL

Building services engineers work to ensure buildings aren't just comfortable, but are safe and energy efficient too. You'll be involved with designing eye-catching building projects around the world, developing skills across a range of applications.

DL

Finance

Our global finance team sits within our business support services team which is the driving force behind our organisation enabling us to run effectively. You'll gain training in and will support with financial reporting; finance governance and compliance; and financial systems.

AL

Business administration

It's about solving problems and ensuring our business and our projects operate efficiently and deliver on their objectives. Join our experts and you'll learn from them how to fix problems and make recommendations.



DL

Quantity surveying

Quantity surveyors play a key role in the success of building projects. You'll be involved in managing and reporting costs, from the design of a project through to its completion.

AL

Supply chain and procurement

Learn how to support the business to source goods and services to operate in a profitable and ethical manner. Join our team to develop valuable skills and knowledge, learning how to manage the supply chain from end to end.

AL

IT

You will help support our business by assisting users with their IT problems. You will be part of the ServiceDesk team who are the first point of contact for all employees. Speedy and intelligent resolution of IT incidents is the key to ensuring that we deliver on our promises to clients.

AL

Transport planning

Transport planners impact the journeys of millions of people everyday. Learn to design the transport plans, schemes and networks that will benefit the public and sustain the environment in the future.

HL

Land referencing

Land referencers play an important part in the development of infrastructure and regeneration, which results in physical changes to our landscapes. You'll be acting as a point of contact between affected communities and the project delivery team. You'll be assisting in identifying and collaborating with stakeholders and organisations that may have a legal interest and rights over land being developed.



Developing your future

You will be automatically enrolled onto 'Developing Your Future', a two-year scheme to help you navigate the start of your career and to balance the commitments of work and education.

The programme is delivered through virtual and face-to-face workshops. Not only is it an opportunity to learn and develop, but also to build and strengthen your internal network.

Throughout the programme there will be opportunities to reflect on your personal strengths and development needs through annual 360° assessments and 'Connected Conversations' with your line manager.

In your first week with us, you will be sent a 90-day toolkit to help you navigate your role, plus a personalised report on your strengths and areas for development. The report is a great tool to support career conversations with your manager throughout the 'Developing Your Future' programme.



Spotlight on Leora Wilson

Transport planning
apprentice, second year

What attracted you to us?

When I started looking at apprenticeships, everyone I met spoke highly of Mott MacDonald's career opportunities and community feel.

Describe your team

It's 60-people strong – transport planners, modellers, project managers, aviation consultants and geographic information system specialists.

What advice would you give to other apprentices?

When applying, show passion and enthusiasm. You don't need experience and technical ability in the field. But recruiters want to see that you're interested, and will bring energy and drive.

What do you look forward to each day?

I work with the most amazing people who make the job fun. I lead Mott MacDonald's global network of early career professionals in transport planning, and am deputy lead for transport in Europe. Through these roles I meet and work with new people worldwide. What we do is helping to change lives for the better. The feeling I get from that is like no other.

What has been your stand out moment?

In my two years here, my proudest achievement has been working on the Birmingham 2022 Commonwealth Games and then attending the Games to see my work in action. It turns out shuttle buses can be exciting! Next best was being named Regional Advanced Apprentice of the Year for London at the National Apprenticeship Awards 2022.





Join us in building a
sustainable, resilient,
brighter future.

Mott MacDonald life

Feel right at home from the start

As soon as you join us as an apprentice, you will be invited to a virtual induction. This marks the start of your development journey and is your chance to meet other apprentices, ask questions and learn more about the company.

Following your induction, you'll be set a group task to learn more about us – giving you an opportunity to build a network with apprentices across different offices early in your career.

Those on degree apprenticeships in their third year are eligible to join our graduate programme, 'Accelerating Your future'.

Enjoy the social side of Mott MacDonald life

Each office has a sports and social committee that funds and organises a wide range of activities – with something for everyone to join in with from kayaking, quizzes, bowling to go karting.

Our annual sports day gives colleagues the opportunity to get together for a fun-filled day in a relaxing environment, with opportunities to make new memories with colleagues across all of our offices.

Creating a better future for people and our planet



Love the benefits

Biannual salary reviews: we believe that hard work should be rewarded and recognised. Therefore, throughout the duration of your apprenticeship with us, you'll have biannual salary reviews.

A competitive salary: we will ensure that you're given a salary that matches the current industry standard.

Contributory pension up to 7% of your salary: we have the best people on our team, and we like to look out for them. With our support, you'll have all the advice and options you need to be able to invest in your future.

A flexible benefits scheme: our company is made up of a range of different people and we understand that different people want different things. That's why with our flexible plan, you'll have the ability to manage the range of benefits we have on offer, to suit your specific needs.

Discounts on cinema tickets, fashion and a whole lot more.

Be yourself in our inclusive environment

Our teams bring a wide range of skills, experience and perspectives from a variety of backgrounds to make a difference to communities across the UK and beyond.

We value the diversity of our people and are committed to ensuring equal opportunities for all. We've created an inclusive environment where everyone can bring their true selves to work.

Wherever we're working at home or abroad, we celebrate what makes us all different and treat each other fairly and with respect. We put equality, diversity and inclusion at the heart of our business.

Feel your best at work and in life

To be our best and achieve our goals, it's important to us that every one of our people can feel at their best too – to stay safe and healthy at work and at home. So we embrace flexibility and agile working. We encourage a healthy work/life balance. You'll also have access to a confidential employee assistance programme that you can call on 24/7 for professional advice and support.

Do your bit for charity, communities and society

As well as choosing projects that help improve society and benefit people and the world around us, we aim to do the same in our extra-curricular activity too. There are many different ways you can do this with us, including:

- Being a STEM ambassador and promoting engineering to young people in schools.
- Supporting our social responsibility commitments such as the Bridges to Prosperity project in Rwanda.
- Being an advocate for wider diversity initiatives such as International Women in Engineering Day.

Apprenticeships

**Grow the
future you
want.**

Connect with us on social or find us [here](#).