Infinite possibilities

Early careers at Arup. For graduates, apprentices and students.
“If there is a structure that marries sustainability with a sense of the impossible, chances are it is the work of Arup’s hands.”

Fortune Magazine
New, fresh, daring, impossible.

These are the ideas we share because these are the things we make possible: groundbreaking icons of building, infrastructure and consulting.

With a love of innovation from design to project management, we are the trusted consultants that make the extraordinary possible. That's why, at Arup, the possibilities are infinite.
“There are two ways of looking at the pursuit of happiness: One is to go straight for the things you fancy without considering anybody else besides yourself. The other is to recognise that no man is an island… and accord to others the rights claimed for oneself… We opt for the second way.”

Sir Ove Arup, 'The Key Speech', 1970

Read 'The Key Speech', essential reading for every new employee.
Why Arup?

The second way.

You’ll notice that we’re not the only organisation to work on large-scale, high-profile projects. Or the only one to have thousands of staff around the globe. Nor are we the only one to offer our clients a multi-disciplinary service. So you might be wondering what sets us apart.

On July 9, 1970, our founder, Ove Arup stood before his partners in Winchester, England and made what would become known as ‘The Key Speech’. “We shape a better world” was his message and it remains our mantra. Because we’re independent, we can do well by doing good.

Owned in trust for the benefit of our employees, we don’t have to answer to external stakeholders. Instead we live according to ‘reasonable prosperity’. Naturally, as a business we make a profit. But what we do with it is rather different from the norm.

60% of our profits are reinvested back into the company. This goes to research, training, sports and social activities; to our charities, and to allow us to take risks on projects. 40% is shared between employees in our profit share scheme. And that’s it – none goes on anything else. People trump profits.

Like our founder, we are part engineer, part philosopher. We are 12,000 designers, planners, engineers, consultants and technical specialists free to bend steel to our idealistic will.

We are the defenders of visions against the barrage of short-term distractions. And we serve only our clients, our community and our conscience. Because Arup is not just our company. It’s our legacy.
We design for good.

Everyone has seen an Arup creation, whether they know it or not. What they don’t see is what we say no to.

We simply don’t work for companies that have a negative impact on the world. You won’t see an arms company in an HQ designed for them by Arup.
What we’re looking for

“Obviously, to do work of quality, we must have people of quality. We must be experts at what we undertake to do.”

Sir Ove Arup, ‘The Key Speech’, 1970

What we’re looking for

We’re looking for people who are independent and proactive. That’s true whether you’re joining us as a graduate, an apprentice or on a placement. Adept at thinking on your feet, you’re equipped to respond to change. You have the courage to challenge the status quo, you believe passionately in doing the right thing, and you’re ready and willing to work anywhere we need you to in the UK.

We welcome more than just engineers and conventional engineering qualifications. Arup is home to everyone from creative architects, IT experts and transaction advisors, to geographers and economists.

Our kind of people.

At Arup, we’re more interested in how you think than where you’re from. We want free-spirited, innovative people of all shapes and sizes. We want independent thinkers.

That’s why, throughout our recruitment process, we’ll be looking at what makes you unique. At our assessment centre, you’ll be asked to do the same as everyone else. It’s how you go about it that will make the difference.
Graduates

“The absence of a strict hierarchical structure means there’s freedom and opportunity. I really value the autonomy I have to shape my own career path. I’ve never worked anywhere like Arup; there are no restrictions here. It’s a unique firm.”

Catherine Booker, Senior Designer, UK

Your career at Arup will essentially be whatever you want it to be. You’ll join in a specific role with real responsibility and client contact from the start.

Put your hand up for more responsibility and – if we can, and if we see you’re ready – we’ll do our best to give it to you. Here, everyone is respected, everyone shares in delivering our work and everyone benefits from our success.

You’ll have the support to tailor your role to your aspirations. You will be well rewarded with experience, interesting projects, profit-sharing and, most of all, a lasting impact on the world. In return we’ll expect you to challenge and improve how we do things, because we want to grow and change as much as you do.

Right now, you could be any manner of things. Maybe you’re a student of Mechanical Engineering. Or Urban Design. Or Physics. Whatever you’re up to, you might be surprised by the range of opportunities on offer.

We are looking for more than 200 graduates to join us in a wide range of disciplines. The grid on the next page shows a sample of our business areas. Use it to see where you fit in.
Don't see your degree?

Don’t worry, these are the most popular areas that we recruit into, but there could be plenty of other vacancies that match your area of expertise.

Visit our website and search your degree discipline for more information. Or download our degree matrix.

### Degree match me tool

Advanced Technology & Research

Architecture

Bridge Design

Building Design – Electrical

Building Design – Environmental Services

Building Design – Mechanical

Building Design – Structural

Business & Investor Advisory

Economics & Policy

Energy Consulting

Energy Design Services

Environmental Consulting

Geotechnics

Highway Engineering

IT & Communications

Lighting Design

Maritime Engineering

Operations Consulting

Project Management

Rail Engineering

Security & Risk

Site Development

Town Planning

Transport Planning

Tunnel Design

Water Engineering

Accountancy & Finance

Aerospace & Aeronautical

Business & Investor Advisory

Business & Investor Advisory

Business & Management Studies

Civil Engineering

Electrical & Electronic Engineering

Environmental Consulting

Façades Engineering

Fire Engineering

Geotechnics

Highway Engineering

IT & Communications

Lighting Design

Maritime Engineering

Operations Consulting

Project Management

Rail Engineering

Security & Risk

Site Development

Town Planning

Transport Planning

Tunnel Design

Water Engineering

What we’re looking for

Your first five days

Why Arup?

(What we’re looking for)

Graduates

Your first five days

Your reward and development

Placements

Apprentices

Applying
Your first five days

Our Welcome Event is in keeping with our career development: you make it your own. All graduates are expected to attend the week-long Welcome Event in September.

It’s a residential event with all graduates across the UKMEA region. You’ll learn more about Arup, our values, how we work and meet key leaders of our business. And you’ll learn the ‘hard’ things, like specialist technical knowledge and the ‘soft’ skills, like communication.

You’ll also start to build your network, meeting Arup leaders, and hearing from previous graduates.

We know starting a new role can be daunting. So here’s some advice from graduates who’ve been there and done that.

“On my first day I started work on HS2. I was honestly quite nervous about how I would fit in, but my fears were soon put to rest. There is always someone to ask and Arup provides all the relevant training. So you don’t have to worry about what you don’t know. You just have to be willing to learn!”

Vongai Makamure, Highways Graduate

“I worked on a multi-million pound project from day one and by the end of the third week I was sending my own work to clients. The responsibility laid at my feet was fantastic. Senior colleagues and my peers genuinely value what I have to say. And the calibre of people I’ve met has been first class: they’re switched on, and a great laugh.”

Jack Huggins, Water Graduate
Your reward and development

There’s no education like experience.

Join us and, in addition to your salary, you can expect a welcome bonus, bi-annual profit share, and a market-leading flexible benefits package. You’ll be provided with a mentor, plus a tailored development plan, helping you qualify in your chosen discipline. A mentor can partner you for a range of professional accreditations including ICE, IStructE, IMechE, IET, CIBSE, RICS and many more.

Some of our graduates enjoy opportunities for international placements. These range from a few weeks right up to years. It can be a great opportunity to experience a new region. What’s certain is that you will benefit from a fantastic training package. This includes access to our Skills Networks, the hundreds of courses available at Arup University and, of course, informal networking. Naturally, a huge amount of your learning will come from your work on live projects.

All kinds of talented graduates thrive at Arup. Each one brings passion and determination to grow. We encourage you to apply early – applications are reviewed on a first come, first served basis.

Search for the relevant degree discipline on our website. You can also search placements directly here.

Complete your online application form and an account will be created for you. You can also request email alerts for relevant positions as they arise.

We’ll confirm receipt, and then get back to you as soon as possible to let you know if you are through to the next stage. This will be a short telephone interview. We will advise you of potential interview dates early in the process. These may be listed on the job description. Interviews take place between December and March. After passing a telephone interview and a business review, you’ll be invited to an assessment centre. This will take place in the office that best matches your skills and interests, and our requirements. There, you’ll meet the team and take part in a technical exercise, a group exercise and a competency-based interview.
Summer and 12-month placements

Each year, Arup seek out talented students for our acclaimed Summer and Industrial internship programme.

We look for students who are ready to jump into the professional world; diverse individuals with inquisitive minds and a desire to challenge. You will work alongside skilled professionals and contribute to the success of real projects. ‘Off-the-job’ you may enjoy learning sessions with our leadership team, site visits to local projects and all kinds of social events.

Above all, you will be treated like future graduates, and you’ll be perfectly placed to join us when you complete your studies.

1. Search for the relevant degree discipline on our website. You can also search placements directly here.

2. Apply and an online account will be created for you. You can also request email alerts for relevant positions as they arise.

3. Upload a cover letter, CV and some details about your degree.

4. We’ll confirm receipt and, after the application deadline, we’ll let you know if you are successfully through to the interview stage.

5. We believe in tailoring assessment to the role and the applicant, so what happens next will vary. It will certainly include a phone or face-to-face interview. You’ll also be invited to meet the team and see the office before joining us.
We believe in 360 degree support that’s both professional and personal. While acquiring the technical skills and qualifications you need to launch your career, you’ll also build your workplace knowhow.

We offer apprenticeships at Level 2 (intermediate), Level 3 (advanced), Level 4 (higher) and Level 6 (degree).

Our apprentices study a wide range of professional disciplines: civil engineering, building services, structural engineering, rail design, business and admin, project management, transport planning, accountancy, digital consulting, quantity surveying and environmental consulting.


To fill these positions, we’re looking for applicants that are passionate about the sector, self-motivated and eager to learn. You’ll also have (or expect) 5 A* to C grade GCSEs, including a minimum grade B in Mathematics.
Attend an assessment centre, including a tour of the office. It’s as much a chance for you to get to know us as it is for us to get to know you. You can expect to find out about training, salary and how we do business. You’ll hear from current apprentices and, most likely, experienced employees. Your assessment on the day will include an interview, plus technical and group exercises.

Check for vacancies on our website from mid-February 2017. Vacancies in England will also be advertised on the National Apprenticeship Service website. To check details of opportunities in Wales and Scotland, you can also email arupapprenticesukmea@arup.com

Submit your application including predicted/achieved grades, voluntary and paid work experience and a summary of your strengths.

Join us and expect both technical and workplace training.

You’ll enjoy the opportunity to study for a paid, professionally-recognised qualification in a discipline that will help you further your career. At the same time, you’ll be allocated a mentor and a buddy to offer guidance. Throughout your apprenticeship, you’ll have access to our online network. You’ll also take internal courses. These cover technical aspects of the business, such as software, but also vital ‘soft’ skills such as report writing and working effectively.

Your apprenticeship will begin with a residential induction, and end with a development day, with appraisals every year in-between because your growth is our focus from day one.

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