



Create **a legacy**

Arcadis Early Careers 2023-24



Table of contents

- 03** Introduction
- 05** Our opportunities
 - 06** Graduates
 - 09** Placements & Internships
 - 11** Apprenticeships
- 13** Application process
- 14** Our business areas
- 16** Why Arcadis?
 - 18** Benefits
 - 19** Professional learning
- 20** What we're looking for

**click the number to go to the respective page*

My challenge to you

“

We're on a mission to improve quality of life of everyone and create a lasting legacy.

It's something we as a business can't do without; people like you. People who possess a growth mindset and share our passion for improving quality of life. We need your experience, your imagination, your passion, your ambition. We need your ability to think differently and willingness to challenge the way we do things.

The world we operate in is moving at an unprecedented pace. The way our clients work is changing. There's a rapid and continuing shift to digital and there aren't enough qualified people in our industry to handle it.

That's why we need you – because these mega trends and the changing competitive landscape create an opportunity for society, for clients, for our stakeholders and for Arcadis. We have an opportunity to co-create sustainable and resilient cities, build smart infrastructural solutions and to work with others to future proof industries.

Our success is driven by passionate and innovative people who sit at the very heart of our business, and we're proud to have fostered a culture and ethos that support our employees to be their best.

Join us and create a lasting legacy.

”

Simon Bimpson

Country Director UK & Ireland





Where your story begins

At Arcadis, we're focused on improving quality of life.

For more than 130 years, we have done this in cities and local communities all around the world. To do this we need diverse talent who bring new perspectives and fresh ways of thinking.

We need your imagination, your passion, and your ambition. We need your ability to think differently and willingness to challenge the way we do things. Our success is driven by passionate and innovative people who sit at the very heart of our business, and our interns, apprentices, and graduates are fundamental to this success.

Recently named as one of **The Sunday Times' Best Places to Work in the UK**, you'll be part of a community where your contribution matters, whatever your role and wherever you are based. You'll do meaningful work every day, from creating better housing and revolutionising transport systems, to developing iconic spaces and solving the world's most complex environmental challenges.

Whether you're a qualified graduate, or looking for an internship or apprenticeship, there are several routes to join Arcadis, each providing a unique way to kickstart your career. You will be part of a globally connected community with an exceptional breadth of career opportunities at your fingertips.

Our programmes ensure you start your career in the right way, full of variety and potential. From day one, you'll be a valued member of the team and you'll have access to structured training and mentoring.

Join Arcadis. Create a legacy.

Our Opportunities



Graduates

Our graduate GROW programmes are structured 3-year programmes, designed to help you evolve and develop skills to help you to become an experienced professional in your chosen field. We offer opportunities in Engineering, Consulting, Project Management and Specialist & Scientist disciplines.



Placements & Internships

Our 8-12 week Internships and 12-month Placements are a brilliant way to kickstart your career. You will get hands on exposure to real life projects whilst working alongside industry leaders and experts. We offer opportunities in Engineering, Consulting, Project Management and Specialist & Scientist disciplines.



Apprenticeships

At Arcadis, we understand university is not for everyone. Our Apprenticeship programmes offer you the opportunity to study part-time whilst working alongside industry experts and gaining hands on experience. We offer Level 4-6 Apprenticeships in various disciplines including Engineering, Consulting, Project Management and Specialist & Scientist opportunities.

Graduates

Our Programmes

The Consultancy **GROW** Programme

On the Consultancy GROW Programme, you'll be working within a diverse team of consultants, cultivating a deep understanding of our sectors, building long-term relationships with clients and colleagues, and finding new ways to improve ways in which we work.

Be it a high-rise office building, a state-of-the-art rail station or a large-scale industrial development, you'll be helping to ensure our clients get value for money and bold, digitally enabled solutions.

Those applying for this programme will specialise in their chosen discipline:

- **Management Consulting**
- **Economic Advisory**
- **Cost Consulting**
- **Development Management**
- **Building Surveying**
- **Facilities Management**

To view our current Consultancy Graduate opportunities [click here](#).

The Engineering **GROW** Programme

On the Engineering GROW Programme, you will be given the opportunity to specialise within your chosen discipline of engineering whilst we ensure you obtain the appropriate experiences that you need to become a technical expert. Being an Engineer at Arcadis is about applying a human filter to all your technical expertise and training, and making an impact through innovation and creativity. Whether it's helping to co-create sustainable and resilient cities, or building smart infrastructural solutions, you'll enrich lives and enable communities to thrive.

Those applying for this programme will specialise in their chosen discipline:

- **Civil Engineering**
- **Geospatial**
- **Electrical Engineering**
- **Flood Risk Management**
- **Mechanical Engineering**
- **Bridge / Structural Engineering**
- **Geotechnical**
- **Fire Engineering**

To view our current Engineering Graduate opportunities [click here](#).



Graduates

Our Programmes

The Project Management **GROW** Programme

On the Project Management GROW Programme, you'll be supporting on organising the creation of the world's largest, most complex and iconic programs of work in the built and natural environment.

You'll work within a diverse team and will be responsible for monitoring progress of project work, liaising with clients, implementing timely resolution to issues, identifying risks in the delivery, coordinating with contractors, and given every opportunity to build upon your existing skillsets all whilst helping improve quality of life.

To view our current Project Management Graduate opportunities [click here](#).

The Specialist & Scientist **GROW** Programme

On the Scientists and Specialist GROW Programme you'll work within our Resilience Business Area which is focused on projects concerned with protecting our environment and water resources and powering our world for future generations. You'll be given the opportunity to specialise from day one in your chosen discipline, and you'll be exposed to a variety of projects where you'll have the opportunity to contribute to keeping businesses, communities, and our world in the healthiest, safest condition possible.

Those applying for this programme will specialise in their chosen discipline:

- **Planning**
- **Cultural Heritage**
- **Air Quality**
- **Geo-environmental / Land Quality**
- **Acoustics**
- **Sustainability**
- **Environmental Impact Assessment (EIA)**
- **Ecology**
- **Landscape Architecture & Urbanism**
- **Soil**
- **Hydrogeology**
- **Safety / CDM**

To view our current Scientist & Specialist Graduate opportunities [click here](#).



Application opening dates

We open for applications each September and offer both April and September start dates.

We recommend you apply early as we review applications on a first-come, first-serve basis.

Testimonials

Graduates



Watch Maddy's day-in-the-life video [here](#)

I really like the training opportunities at Arcadis. I've had multiple times where I've come to them with a Specialist Training programme and they've really supported me through that, and that really helped me progress in my career as an Ecologist. The variety of my role is always exciting. I come to work every day and I could be doing something different from the previous week, and that's really interesting.

Maddy, Graduate Ecologist

Water & Environmental Management, Queen Marys University London



My experience as a placement student at Arcadis accelerated my learning and project awareness as I moved into my graduate role. The collaborative work ethic amongst my team in York, has supported and encouraged me to proactively learn, whilst enjoying the opportunities to work on a variety of exciting projects and unique structures. The company goals have allowed me to become more than just my role, by supporting my ambitions to inspire the next generation of engineers in the STEM community.

Gursimrat, Graduate Engineer

Civil Engineering, Nottingham Trent University



Watch Lauren's day-in-the-life video [here](#)

My role varies each day; I find this enjoyable as it keeps my daily routine interesting. This style of working is supported by flexible, hybrid working. I visit the London office when I have collaborative work or team meetings, and work from home when working independently. Site visits are also very interesting and good for expanding your personal network within the industry. I really appreciate the various opportunities provided to enable career progression and support the achievement of key industry qualifications such as the APC.

Lauren, Graduate Cost Consultant

Geography, Queen Marys University London

To view our current Graduate opportunities [click here](#).

Placements & Internships

Undergraduate Work Placements and Internships

Spending time working at Arcadis prior to graduating is a brilliant way to kickstart your career and get first-hand experience of life at Arcadis. Not only will you get to work alongside skilled professionals, but you'll have the opportunity to contribute to real projects and get hands on experience whilst earning a salary. Many of those who join us on work placements or internships go on to join our Graduate GROW Programme after the successful completion of their degree. Those looking to join us as an undergraduate have two options:

- **Summer Internships (8 to 12 weeks)**
- **Undergraduate work placements (9 to 12 months)**

Our undergraduate opportunities

We offer undergraduate work placements and summer internships across multiple disciplines such as:

- **Engineering**
- **Project Management**
- **Cost Consulting**
- **Environmental Specialists**

Whichever route you choose, you'll have the opportunity to improve quality of life. Whether you're helping our clients to get value for money and bold, digitally enabled solutions; working on building smart infrastructural solutions; supporting on organising the creation of large, complex and iconic programs of work; or supporting on projects concerned with protecting our environment and water resources. You'll have the opportunity to enrich lives and enable communities to thrive. During your placement we will provide you with the experience you require to support and finalise your studies. You'll benefit from on-the-job training, mentoring, and the assistance you need to develop and succeed.

To view our current Undergraduate Placements and Internship opportunities [click here](#).

Application opening dates

Work Placements: We open for applications in September with placements starting in August/ September.

Internships: We open for applications in September with internships starting in July.

We recommend you apply early as we review applications on a first-come, first-serve basis.

Testimonials

Placements & Internships



“

The opportunities and experiences at Arcadis have been incredible. With guidance I was able to develop my technical and practical skills, as well as working in a welcoming and supportive environment.

”

Remi, Student Trainee Cost Consultant
Quantity Surveying, Liverpool John Moores University



“

As an Ecology Intern, I supported on Bat Emergence Surveys for a client. A typical day for me would consist of one of two things; Desk work such as writing reports, reviewing animal camera footage and drafting health and safety plans. Or Site work such as Otter/ Water vole surveys, bat emergence surveys or Phase 1 habitat surveys. No matter what I was doing, I felt very supported on my internship and there was a great culture.

”

Charlotte, Student Specialist & Science Consultant
Ecology, University of York



“

The people at Arcadis have made my placement an amazing experience. I have learnt so much and gained valuable experience and confidence thanks to the support of my colleagues.

”

Matt, Student Placement Engineer
Civil Engineering, University of Leeds

To view our current Placement and Internships opportunities [click here.](#)

Apprenticeships

An apprenticeship at Arcadis is an exciting opportunity to jump straight into the professional world and earn a living whilst also studying.

You'll be given a platform to gain a hands-on education and real-world qualifications, guided and supported by industry experts in a welcoming and friendly workplace, all whilst earning a salary from your very first day. You'll be given every opportunity to immerse yourself in life at Arcadis, whilst transforming your world and the world around you. You'll be part of a supportive Early Careers community and will work alongside skilled professionals to gain all the relevant experience needed to enhance your studies and work towards chartership.

Apprenticeship opportunities

We offer Level 4-6 Apprenticeships across multiple disciplines such as:

- **Engineering**
- **Transport Planning**
- **Project Management**
- **Building Surveying**
- **Cost Consulting**
- **Environmental Sustainability Practitioner**

Whichever route you choose, you'll have the opportunity to improve quality of life. Whether you're helping our clients find digitally enabled solutions, working on building smart infrastructural solutions or supporting on projects concerned with protecting our environment and water resources, you'll have the opportunity to enrich lives and enable communities to thrive.

Your apprenticeship will be fully funded by Arcadis and the government levy, and you'll apply to us directly for your chosen programme. During your apprenticeship you will earn a full salary and will benefit from both on-the-job training, as well as 20% off-the-job training. Apprenticeships can last anywhere between 2-5 years depending on the apprenticeship you apply for.

To view our current Apprenticeship opportunities [click here](#).



Application opening dates

We open for applications in November with our main intake of apprentices being in September.

We occasionally have ad hoc opportunities throughout the year advertised as and when needed.

We recommend you apply early as we review applications on a first-come, first-serve basis.

Testimonials

Apprenticeships



“

I'm sure lots of people would say the same, but there isn't really a typical day in Project Management. Although the activities may be similar there's always a new challenge or action to work through which keeps me busy and aides professional growth.

”

Peter, Apprentice Project Manager
Construction Management, UCEM



“

 [Watch Harry's day-in-the-life video here](#)

The culture at Arcadis is amazing. The people are all treated exactly the same, from the CEO to the interns. The 'People First' values that Arcadis has makes it so enjoyable to work here. I'm on the Apprenticeship programme. This helps me develop myself as anything I learn in university, I can use directly in my work the next day. It also means that I'm the same as any other employee in the company. I get the same treatment and as useful—if not more useful—to someone who's just coming in as a graduate.

”

Harry, Apprentice Engineer
Civil Engineering, University of Wolverhampton



“

 [Watch Jodi-Ann's day-in-the-life video here](#)

Everyone is accommodating and patient; you can tell they want you to be your best version of yourself. I love that not only are we expected to do our job well, with the help of the learning areas on Oracle and the excellent training systems, but we are also expected to take care of our mental health. There are sections in the meeting dedicated to our health and well-being and what we can do to do something more safely or look after our well-being.

”

Jodi-Ann, Apprentice Cost Consultant
Chartered Surveyor, UCEM

To view our current Apprenticeships opportunities [click here.](#)

Application Process



Step one: Apply Online

You'll apply for your chosen programme online through our website. You'll be required to submit an up-to-date CV.



Step two: Online Behavioural Assessment

You'll complete a series of tasks across various levels in an interactive assessment that will capture how you respond to challenges, approach problems, deal with ambiguity, and manage uncertainty.



Step three: Assessment Centre

You will be required to complete a group activity. You will also have the chance to network with current Early Careers employees.



Step four: Interview

The final interview is made up of two parts. Firstly, we will assess your competencies, behaviours, and suitability for the position. Part 2 focuses on your technical knowledge.

Our business areas




Mobility

There has never been a better time to rethink and redesign our transportation networks. Arcadis has always focused on developing sustainable and innovative solutions to transform the way we move in and between our cities. We partner with our clients across the globe to design thriving and connected cities and communities that enable opportunity for all and keep the world moving.

In Mobility, we deliver projects in the Rail, Highways and Aviation industries.


Read about how we upgraded Aberdeenshire's cycle routes to create a better connected and sustainable county [here](#).



Places

If you ask an Arcadian about the work our company does, they will likely tell you about one of our Places projects. We partner with our clients around the globe to create, support, and enhance smart, sustainable, and safe places where people live, work, and thrive. In Places, we deliver projects in the Residential, Commercial, Education, Government, Manufacturing and Financial Institutions industries.

Read about how we redeveloped Tottenham Hotspur Stadium into a world-leading football stadium [here](#).



Resilience

The Earth has provided everything humans need for more than five million years. But over the past few centuries, we've started exhausting those resources, jeopardizing the future for our children and grandchildren. We protect our natural environment and water resources, while powering the world for future generations.

In Resilience, we deliver projects in the Environmental, Water, Business Transformation, Investment Advisory and Energy industries.

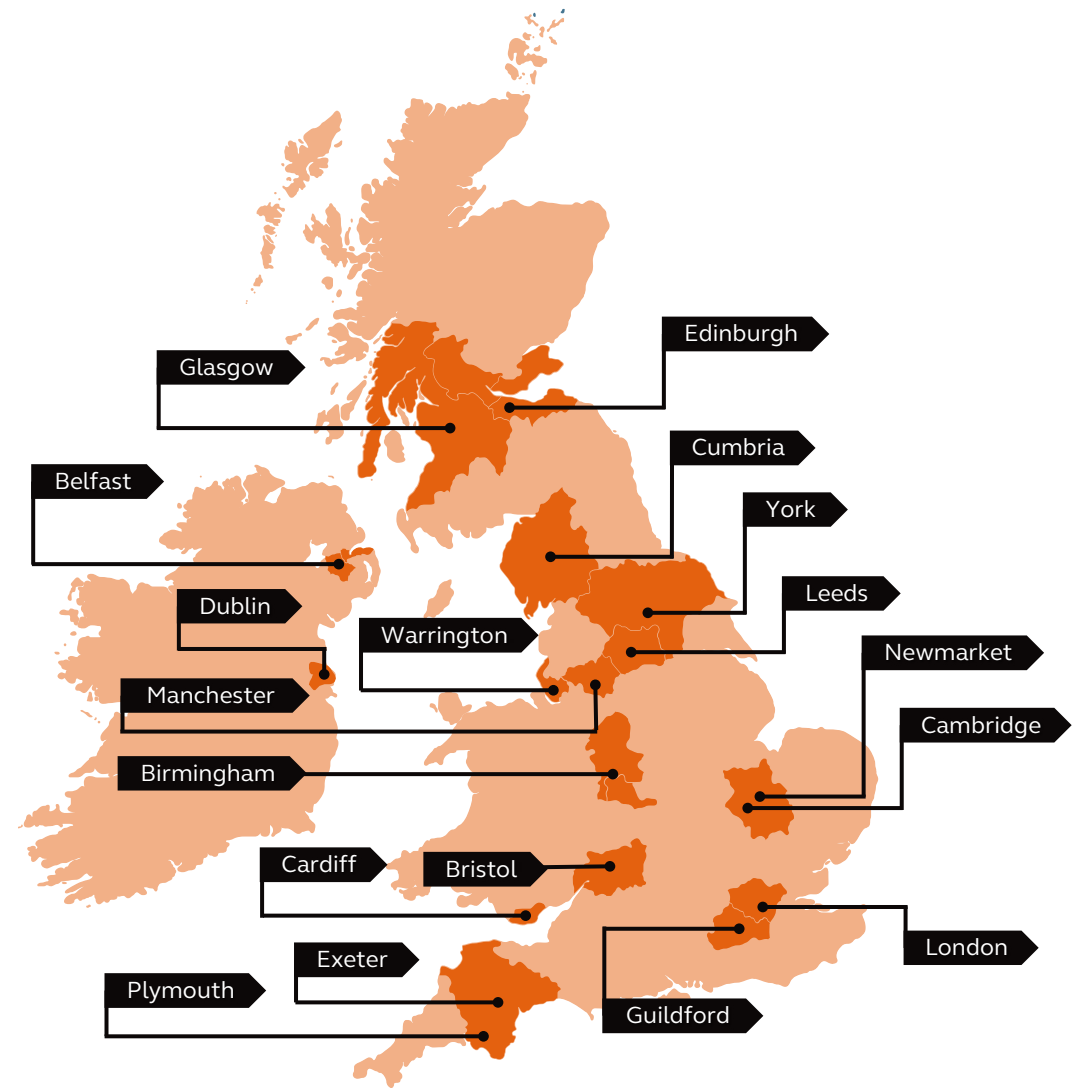
Read about how we helped Tesco to create the largest retail charging network in the UK [here](#).

Learn more about our 2021-2023 Strategy [here](#)

Locations

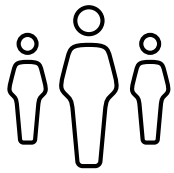
We are more than 36,000 people, in over 70 countries, dedicated to improving quality of life. Across UK and Ireland, we have 4,500 Arcadians working across 18 office locations.

We recruit in various locations across the country and provide a flexible working environment for our people. Please check the specific role you are applying to for more information on where the job can be based.



Why Arcadis?

Our careers will inspire, challenge and define you.



Right now, more than

36,000+ Arcadians

are working to address the world's biggest challenges such as:



Climate Change



Urbanisation



Digitalisation



Poverty

And in turn, we are committed to providing an engaging, innovative, and healthy work environment for all Arcadians.



Why Arcadis?



Flexible working

We believe that having a flexible approach to work, allows our people to work in a way that suits their needs now and in the future. You will have the flexibility to define a working life that works for you. Because we know, that you need to be empowered and trusted to work in a way that creates a positive life balance.

To read more about our approach to flexible working please [click here](#).



Sustainability

Whether we are making communities more resilient, developing liveable places or enhancing mobility, at Arcadis, we are committed to accelerating our industry's transition to a net zero world, while improving quality of life for everyone.

To read more about our ambitions to accelerate towards a Net Zero world please [click here](#).



Equality, diversity and inclusion

Fostering a diverse and inclusive workforce benefits our people and our company. We want every Arcadian to feel proud to be themselves at work, and work hard to ensure that each and every Arcadian is treated equally, with respect and dignity, regardless of their age, disabilities, faith, gender, sexual orientation, or race.

To read more about our commitment to ED&I please [click here](#).



Giving back

Our people are engaged in more than 200 volunteer programs that are improving quality of life for people in local communities around the world. The **Lovinklaan Foundation**, a foundation led by employees of Arcadis, invests in programs which help Arcadians grow, reach their full potential, and give back.

To read more about what's possible at Arcadis please [click here](#).

Why Arcadis?

Benefits

As an employee of Arcadis, your salary comes with a range of benefits such as:



Flexible benefits, enabling you to personalise elements of your package



25 days holiday



Pension scheme – Employer matched to 8%



2 additional days holiday after 5 years' service



A range of high street discounts



Option to buy or sell up to 5 days leave



Private Medical Insurance



A truly Flexible Working Policy



Full support for accreditations and chartership



Life Assurance and Income Protection



1 x charity day given each year



Why Arcadis?

Professional Learning

Professional learning and development at Arcadis provides continued career development through our development programmes. These initiatives are the backbone of our business – they encourage people to go as far as their potential will take them. By placing these alongside a structured Career Framework, we help colleagues understand the core responsibilities of all Arcadis UK & Ireland roles and allow them to create personal development plans for their success. When we inspire and support our people they never fail to surprise us with their talent, commitment and ingenuity. We've outlined some of the principles we hold dear below:

- **We encourage a culture of coaching and mentoring**, both from more senior to more junior staff and the other way around. We can all learn from each other.
- **We encourage buddying across all teams and individuals**, helping to support and encourage collaborative ideals across both local and global opportunities.
- **We commit to provide practical learning events** that allow people to take something away and put it to the test in their everyday lives.
- **We look at training not just from a classroom perspective but as a managed learning community for teams.** All of this can be shared and explored via social media and internal collaboration channels as well as a robust and engaging Learning Management System.
- **We encourage and promote** the use of social media as a collaboration tool to share knowledge, explore problems, work together to find creative solutions and celebrate success.
- **We evaluate all our training and trainers** to ensure we maintain quality and keep robust records against audits. All of our training is designed to meet Continuous Professional Development (CPD) criteria.





What we're looking for

Arcadians are innovators, who challenge the status quo, and are passionate about doing the right thing. We're a diverse mix of people. We come from different backgrounds, have different skillsets and different perspectives. There's no one size fits all. But what unites us is our ability to think differently, our resilience and ability to deal with ambiguity, our curiosity to find out more, and our passion to work together in improving quality of life.

The world in which we operate is changing, and there's a rapid and continuing shift towards digitalisation. We've set out to be a digital frontrunner and accelerate digital development in our sector. We need people who have an interest in digital technology and are excited by the opportunities it presents for us and our clients. You'll be supported to advance your digital mindset by participating in [Expedition DNA](#), an interactive programme designed to engage all Arcadians in digital and build an innovation mindset across the business.

Candidate FAQs

Explore our FAQs to find out more about applying to our Early Careers programmes.

[Learn more](#)

Early Careers Opportunities

Explore our current Graduate, Undergraduate and Apprentice opportunities.

[View Jobs](#)

Join Arcadis. **Create a legacy.**

<https://careers.arcadis.com/locations/uk>

Connect with us



Arcadis



@ArcadisGlobal



Arcadis



@ArcadisGlobal



@ArcadisGlobal