



# Create a legacy

Arcadis Belgium Early Careers



# Do meaningful work. Every day.

With more than **36,000 people** in over **70 countries**, Arcadis is the world's leading company delivering sustainable design, engineering, and consultancy solutions for natural and built assets. In Belgium, around **1000+ Arcadians** are active in three major areas: infrastructure, buildings and environment. We design sustainable buildings and traffic infrastructure. We investigate the effects on our environment and monitor construction sites from A to Z. We deliver solutions for major challenges such as energy transition, global warming and urbanization. This is how we build a livable world and improve quality of life together with our clients.

## Ready to make an impact with your job?

Whatever your role, and wherever you are based, at Arcadis you can help improve quality of life and create a lasting legacy. Our talent recruiters look for the job that suits you perfectly and how you can grow further.

## Join Arcadis. Create a legacy.



### Sylvie Viaene

People Director  
Arcadis in Belgium

“At Arcadis, we are always looking for talented people to strengthen our teams. Collaboration and a pleasant working atmosphere are key elements. You get a lot of freedom and confidence to apply your knowledge in our projects and you can always rely on a broad network of colleagues. In addition to challenging projects, we offer you a good worklife balance with flexible holiday arrangements and working hours, and the option to work from home. Through various courses and programs, you can develop your professional and personal skills further. In this way you not only help build the world of tomorrow, but also your career.”



# Together we turn our expedition into a great journey



## Sebastien Janssens

Senior Project Leader Mobility

“Why do our teams work together so smoothly? Because we know how to have fun, both at and outside work. The Arcadis party committee organizes something for everyone. For example, I thought it was fantastic to participate in the Batirun, the Kubb tournament and the Warmathon with my colleagues. During our lunch and coffee breaks too it is always lots of fun.”





# People first

In addition to Integrity, Client Success, Collaboration and Sustainability, People First is one of our five core values. Read what this means for our Arcadians.



**Niels Martin**  
Project Engineer Fire Safety & Electricity - KU Leuven

“As a recent graduate, I immediately had the opportunity to **gain a lot of experience** in small and large projects at Arcadis. I work with different colleagues, which means I learn a lot both within my own field and outside. In addition, I can also take extra courses to sharpen my skills.”



**Pieter Roovers**  
Tender Manager

“**Flexibility** and a **good work-life balance** are very important to me. In the summer months I combine my job at Arcadis with running a mini campsite. Friday is my regular day off on which I prepare everything for the busy weekends. This flexibility allows me to perfectly combine my two passions.”



**Silvia Gioja**  
BIM Lead Mobility

“There are **22 different nationalities** working at Arcadis in Belgium. I myself am originally from Italy. From day one, my colleagues made me feel at home and introduced me to the **open Arcadis culture**. It immediately made me understand what People First stands for.”



**Xan Decoutere**  
Junior Projectingenieur – KU Leuven

“After earning my master’s degree, I became a Junior Project Engineer in Mobility. I enjoy the variety of tasks, **managing projects from A to Z**, with some in the design phase and others in tendering. Arcadis fosters strong collegiality, allowing open collaboration. Growing as a project engineer involves continual learning from colleagues and shared experiences.”

Did you know ?

**40%** of our Belgian employees are women

In 2021, Silvia Gioja won the **International Women In Construction & Engineering (WICE)** Award for Best Woman in Tunnelling and Underground Construction. She was also in the **top 3** for **Construction Woman of the Year**



# Why Arcadis?



“

Over the last three years, Arcadis has undergone a remarkable transformation, successfully delivering our strategic objectives. We have repositioned our business in key growth markets, achieved our annual financial targets, and built on our strong sustainability records. I am now excited to deliver our 2024-2026 strategy: Accelerate a planet positive future. This is not just a business goal; it is an action and commitment to our investors, people and clients for the future.

”

**Alan Brookes**

Chief executive officer and chairman of the executive board

## AWARDS & RECOGNITION

**verdantix**

Recognized in two Green Quadrant rankings related to Building Decarbonization Consulting and Environmental Services

2024

**FAST COMPANY**

World's Most Innovative Companies

2024

**Building Design.**

*Intelligence for Architects*

Ranked 2nd in Building Design's World Architecture 100 list

2024

**Bloomberg**

Gender Equality Index

2023

**Forbes**

One of the top Female Friendly Companies in the World

2022 & 2023

**Did you know**



**More than 80%**

of our revenues are related to the Sustainable Development Goals (SDGs)

We aim to make our entire lease car fleet to be **electric or hybrid by 2026**



## A selection of our infrastructure, building and environmental projects



### Storm surge barrier at Nieuwpoort

Protecting our coast and hinterland against rising water levels.



### Biodiversity study Spadel

Measuring and improving biodiversity in Spa.



### Heat network Antwerp

Sustainable heating at city level.



### New complexes for F35-A aircraft

Sustainable infrastructure in Florennes and Kleine Brogel.



### South wind in Genk

Green electricity for 50,000 families.



### City Hall Nieuwpoort

Contemporary and sustainable administrative center with historical character.



### Raising 31 bridges over the Albert Canal

Sustainable transport on inland waterways.



### Better mobility in and around Brussels

Refurbishment of the R0, expansion of the metro network.



### Oosterweel and Ring Road Antwerp

Safer (multimodal) mobility in and around the city of Antwerp.



### VUB and ULB Learning & Innovation Centre

Sustainable meeting place to research and innovate.



### Innovative soil and groundwater remediation

Clean soil at Bayer Antwerp and the surrounding area.



### Refurbishment of the Mouscron station area

Attractive, functional and safe station area.

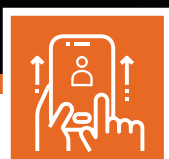


Welkom  
Bienvenue  
Welcome

ARCADIS



# Application process



Step one:

**Apply online**

Take the first step by submitting your application through our online portal.



Step two:

**Telephone interview**

Following your application, we'll arrange a call with one of our team members.



Step three:

**Interview with your future team manager**

If shortlisted, you'll be invited to meet with your potential team manager, either in one of our offices or via Microsoft Teams.



Step four:

**In-Person meeting at the office**

Finally, we'd love for you to come in, meet your future colleagues, and experience our workplace firsthand.



# Our business areas

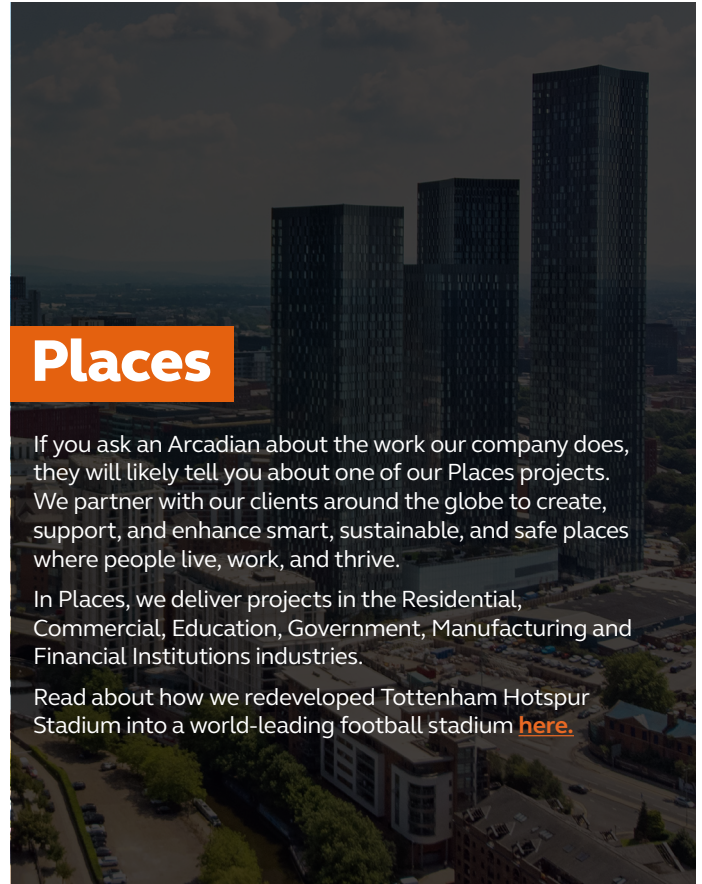


## Mobility

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](#).



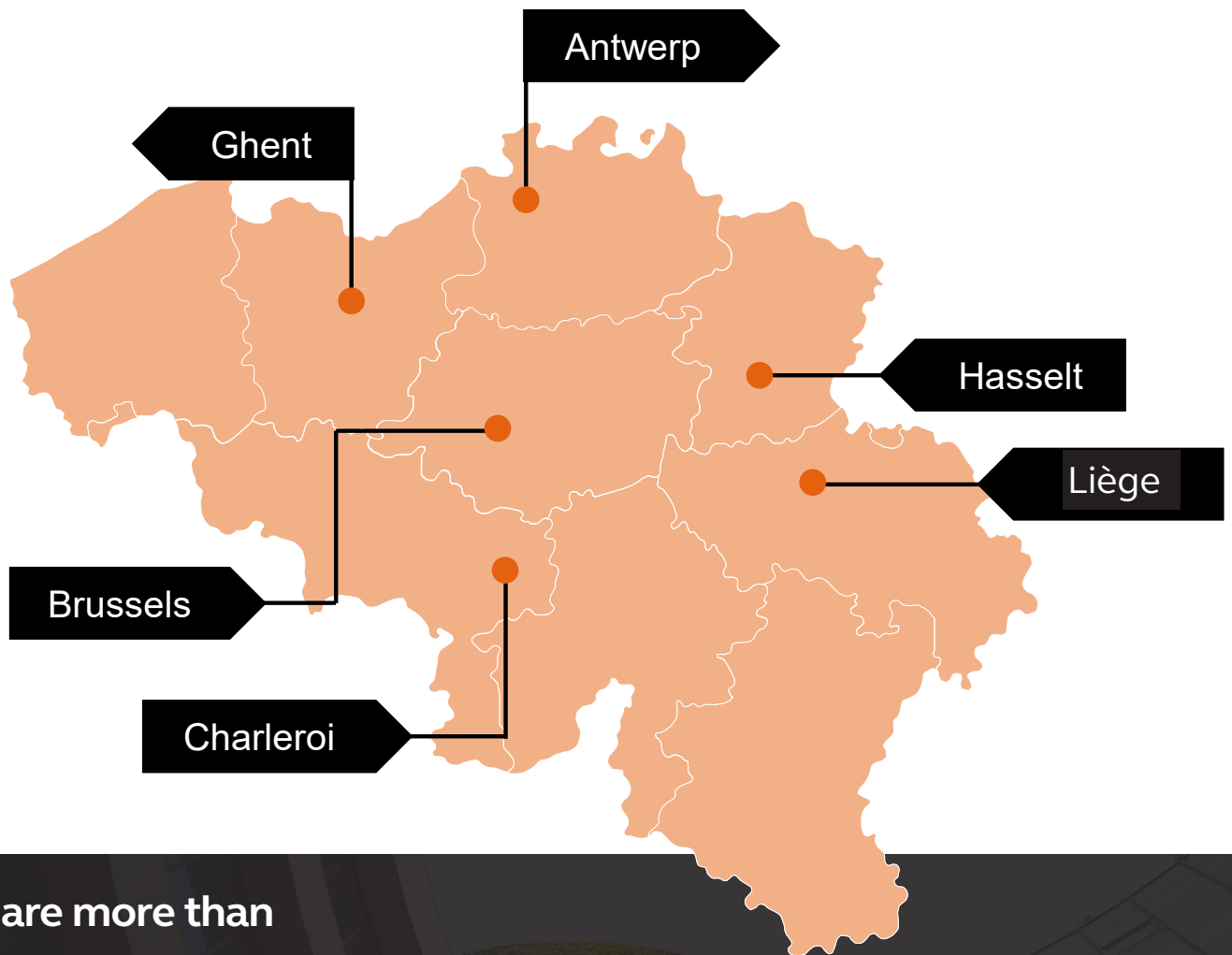
## Intelligence

Intelligence combines human creativity with digital intelligence to deliver innovative data services and digital products worldwide. With over 135 years in asset design and 30+ years in software development, we are uniquely positioned in the global architecture and engineering landscape.

Intelligence blends deep expertise and innovation across five market verticals: transportation, smart buildings, digital asset management, revenue systems, and energy transition, driving business growth and sustainable cities.



# Locations



We are more than



**36,000** people  
in over **70** countries

dedicated to improving quality of life.

Across Belgium, we have  **1000** arcadians

working across  **6** office locations.



We recruit in various locations across the country and provide a flexible working environment for our people.





# Looking Ahead:

## A glimpse into our 3-year strategic business targets

Arcadis is ideally positioned to make a positive difference for our people, our clients, and the communities in which we operate. Building on our strong 2021-2023 foundation, we will accelerate a planet positive future through the delivery of the following three strategic priorities:

### **Sustainable project choices**

Partnering with our clients to make bold and deliberate choices for their business and across every stage of their projects. Our approach helps clients, communities and cities adapt to climate change and evolving social needs.

### **Digital and human innovation**

We are a digitally enabled organization. Our data-driven insights and technologies complement our sustainable design, engineering, and advisory expertise. We are unleashing the power of data to create value for our people, clients, and communities.

### **Powered by our people**

Empowering our people by creating opportunities to develop future-focused skills and rewarding careers in an environment where we recognize diverse talents, provide equal access to career opportunities, and collaborate as 'One Arcadis' to deliver solutions that drive meaningful impact.



# Global and local benefits

## GLOBAL BENEFITS



### Global Employee Assistance Program (EAP)

Your well-being matters to us, and we are committed to providing the support you need, whenever you need it. The EAP provides confidential counselling and support services for various personal and work-related situations or concerns.



### Flexible Working

Our culture fosters individual growth within a supportive community, where flexibility isn't just a perk – it's our promise. With a longstanding commitment to work-life balance, we empower you to tailor your schedule to fit your priorities. Whether it's balancing family commitments, pursuing personal passions, or optimizing productivity, our flexible working is here to support your journey.



### Inclusive Culture

In our inclusive culture, diversity thrives, fostering an environment where everyone's unique perspectives are valued, supported and respected, empowering individuals to be their best and full selves, every day and collectively solve the world's most complex challenges.



### Learning & Development

At Arcadis, our commitment to continuous learning and development is exemplified through our Skills Powered approach, which integrates the innovative programs and resources offered in our Basecamp (Expedition DNA). This holistic strategy cultivates talent, propelling career growth and ensuring our team remains at the forefront of an ever-evolving industry landscape.

## LOCAL BENEFITS

- +30 Days Holidays
- Flexible working locations
- Medical + Pension Insurance
- Flexible income plan
- Travel allowance



# The Benefits of a Skills-powered Approach

## Tailored Development



The Skills-powered approach nurtures individual skills, offering graduates and interns targeted development aligned with their strengths and career goals.

## Equal Opportunity



The Skills-powered model ensures all employees, regardless of entry point, have equal opportunities for advancement based on skills and potential, levelling the playing field for fresh talent.

## Personalized Career Paths



AI matches skills with career paths offering graduates and apprentices tailored guidance and role suggestions that align with their strengths and interests.



## Global & Local Opportunities

The Skills-powered approach offers access to both local and global opportunities, aligning roles and projects with individual skills and preferences.



## Impactful Careers

The Skills-powered approach matches personal skills with meaningful work, allowing graduates and apprentices to engage in projects that align with their passions and enhance job satisfaction.



## Skill Alignment with Business Needs

The Skills-powered model matches individual skills with business needs, enabling graduates, interns, and apprentices to contribute effectively and achieve long-term success.



# Get in touch with us

## Ready to make an impact?

Our Talent Acquisition Team is happy to help you find the perfect role!



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