

Early careers UK and Ireland

Make an impact that lasts

Our graduate, apprentice and placement roles put you at the heart of some of the UK and Ireland's most important and exciting projects. Read on to discover where your skills could take you — and the difference you could make along the way.

[→ Apply now](#)



AECOM

November 2025

Contents

Induction day images:
Pages 3, 20, 23, 27, 32, 34 and 36
Credit: © @m-studios

 [Apply now](#)

AECOM

About us



[➔ Apply now](#)

AECOM

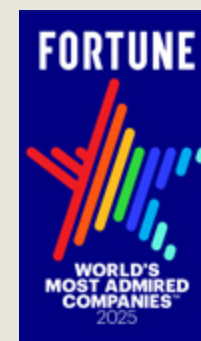
We are the global infrastructure leader

With teams in 150+ countries, our experts bring bold ideas and practical action to the world's greatest challenges. We're talking everything from reconnecting communities in Bangladesh with climate-resilient infrastructure to restoring river habitats in the UK. From low-carbon transport to clean energy, and greener cities to flood defences that protect homes.

Yes, we're a global consultancy. But at our core, we're a team of people who care about solving complex challenges and building a better future — socially, environmentally, and everything in between.

#1

Transportation, General Building, Water, Environmental Engineering and International Markets design firms



#84

in The Times Top 100



#82

in the UK300



Katie O'Neill won the Institution of Civil Engineers (ICE) Scotland's Emerging Engineer Award, and runner up in the ICE International Emerging Engineer Award.



Katie Withers won Regionally Highly Commended Winner in the Rising Star Category at the National Apprenticeship Awards, and Apprentice of the Year at the national Highways Awards.



[Our grads having fun filming](#) | [Meet some of our Early Careers](#)



Podcast



ReelTalk Playlist



Apply now

AECOM

What we do



Connecting people and communities through roads, bridges, tunnels and transit. Bringing clean water and renewable energy to where it's needed most. Designing sustainable buildings and planning future-ready cities. Protecting and restoring the natural world. Creating parks and public spaces where communities can come together.

[Apply now](#)



Our UK and Ireland offices



7,000+

staff in the UK and Ireland
working in over 29 offices



56,000

staff worldwide



420

serving clients in over
420 offices globally



- 01 Basingstoke
- 02 Belfast
- 03 Birmingham
- 04 Bristol
- 05 Cambridge
- 06 Cardiff
- 07 Chesterfield
- 08 Cork
- 09 Croydon
- 10 Cumbria Westlakes
- 11 Dublin
- 12 Edinburgh
- 13 Exeter
- 14 Galway
- 15 Glasgow
- 16 Leeds
- 17 Liverpool
- 18 London
- 19 Londonderry
- 20 Manchester
- 21 Newcastle upon Tyne
- 22 Norwich
- 23 Nottingham
- 24 Oxford
- 25 Plymouth
- 26 Southampton
- 27 St Albans
- 28 Swindon
- 29 Warrington



[Anna & Sophie showcase one of our offices](#)



Podcast



ReelTalk Playlist



Apply now



Services and projects

City of Winnipeg
United States of America

[Apply now](#)

AECOM

Help lead the change towards a sustainable and equitable future.

AECOM has a strong focus on sustainability and has been recognised for its work in this area, including being named in the Global 100 Most Sustainable Corporations list for several years.

Oceane,
Buildings Sustainability,
Madrid

Gardening activity,
organised by our Green
Team on the office terrace




[Apply now](#)

AECOM

Creating Sustainable Legacies

We are working to leave a positive, lasting impact on people and our planet. That's what drives us to deliver every day. Through our Sustainable Legacies strategy, we are working to achieve net-zero emissions, embed sustainability and resilience in every aspect of our work, improve social outcomes and enhance our governance.

 [Read more about our Sustainable Legacies strategy](#)

Environmental restoration

AECOM is working on projects to restore and protect the environment, such as designing wetlands and other habitats to support endangered species, cleaning up contaminated sites, and managing natural resources.

Being good humans

Through pro bono work, skills-based volunteering, philanthropy and strategic nonprofit partnerships — including with Engineers Without Borders and Water For People — our Blueprint for a Better World corporate responsibility platform focuses on delivering access to safe, secure infrastructure for those who need it most. It also creates opportunities for future leaders and helps protect our planet, enabling us to fulfil our purpose of delivering a better world.



Dundreggan Rewilding Centre
United Kingdom

 [Apply now](#)

AECOM

Water engineering and consulting



With our sustainable trenchless approach to rehabilitate sewers, I'm helping to improve social outcomes for communities.

James, Water, Belfast



Mansfield: designing the UK's largest sustainable drainage scheme

In Mansfield, Nottinghamshire, a pilot project is rethinking how we manage surface water flooding — a growing threat made worse by climate change and urban development.

The Mansfield Sustainable Flood Resilience project is the UK's largest retrofit scheme of its kind, with hundreds of sustainable drainage systems (SuDS) like rain gardens, bioswales, detention basins and tree pits being installed across the town.

When complete, the network of blue-green infrastructure will capture millions of litres of water in the event of a severe storm, protecting homes and businesses from flooding. The project is also enhancing public spaces, with new green features throughout the historic town centre.

Severn Trent is investing £76 million in the scheme, working alongside Mansfield District Council and Nottinghamshire County Council.

Collaborating to deliver at pace

As lead design partner and strategic advisors to Severn Trent, we developed the catchment strategy and used hydraulic modelling to select SuDS locations and inform both outline and detailed design.

Both the speed and scale of this project demanded effective collaboration between teams to ensure timely delivery. For example, we worked with Severn Trent and Arup to develop a SuDS calculation tool which determines the m³ benefit from each intervention ensuring that they could be built quickly.

A blueprint for urban climate resilience

The first phase of interventions has already been put to the test during recent storms, helping to reduce flooding in known hotspots.

With the UK government's announcement to mandate SuDS on all new housing developments in England from 2024, Mansfield serves as a fantastic example of how blue-green infrastructure can be used at scale to increase urban resilience in the face of a rapidly changing climate.

Our services

Aquatic ecology
Coastal
Dam structures
Flood prevention
Geomorphology
Groundwater
Hydrogeology
Hydrology
Hydromorphology
Ports and marine
Wastewater
Water resources

Key degrees we look for

Aquatic ecology
Civil/structure
Coastal
Electrical
Geography
Geomorphology
Hydrogeology
Hydrology
Marine
Mechanical
Water-related degrees

Degree classification

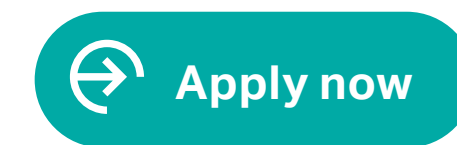
Minimum 2:1 or equivalent

Sponsorship towards

CIWEM
GEOLSOC
GSL
ICE
IET
IFM
IMechE
IStructE

Apprentice opportunities

Civil
Electrical
Mechanical
Levels 3-6



Energy engineering and consulting



My team is very supportive in my journey as an apprentice, encouraging my move to a different university as the mode of delivery better suits my learning style.

Haydia, Renewables, Glasgow



Great Grid Partnership: enabling the UK's energy transition

National Grid's Great Grid Upgrade is a major grid modernisation programme that will connect clean energy from where it's generated to homes and businesses across England and Wales by the end of the decade.

To accomplish this at the necessary scale and pace, National Grid has launched the Great Grid Partnership — a collaborative enterprise model that unites an initial seven supply chain partners to deliver the first nine projects of this groundbreaking programme.

Our joint venture with Arup has been appointed as one of two design and consenting service partners, alongside WSP.

A new model of supply chain cooperation

By fostering collaboration and pooling resources and skills, the Great Grid Partnership will enable faster and more efficient delivery. According to National Grid, this enterprise model will enhance supply chain capacity and provide better value for money — benefiting both consumers and local communities.

Initially focused on design and construction across England and Wales, the partnership forms part of a wider £9 billion supply chain framework supporting future infrastructure projects after 2030.

Applying our expertise

Of the nine initial projects, five are classed as Nationally Significant Infrastructure Projects (NSIPs), with AECOM supporting two.

As design and consenting service partner, we will guide each project through the Development Consent Order (DCO) application process, conducting environmental assessments, ensuring compliance with regulatory frameworks and engaging stakeholders on the designs. Having supported over 15 successful DCOs for UK energy clients, we have a proven track record of navigating these challenges.

Our services

Nuclear

- Building services
- Process engineering
- Safety case
- Waste management

Renewables and energy transitions

- BESS
- Energy advisory
- Future fuels
- Onshore and offshore wind
- Pumped storage hydro
- Solar

Transmission and distribution

- BESS
- Distribution
- HV substations
- HVDC and cabling
- Overhead line engineering
- Power system studies
- Protection and controls

Key degrees we look for

- Chemical
- Civil/structural
- Electrical
- Energy/power-related degrees
- Mechanical
- Renewables

Degree classification

Minimum 2:1 or equivalent

Sponsorship towards

- IChemE
- IET
- IMechE
- IStructE

Apprentice opportunities

- Civil/structural
- Electrical
- Mechanical
- [All nuclear]
- Levels 3-6



Building engineering and consulting



So far I love hybrid working; I couldn't imagine being in the office five days a week! Our team has one set day a week that we are all in, sometimes more, depending on the project you're working on.

Sinead, Building Services, Dublin



Our services

Acoustics
 Building infrastructure
 Building physics
 Building services
 Building structures
 Fire
 IT and communications
 Sustainability

Key degrees we look for

Acoustics
 Building services
 Civil/structural
 Electrical
 Fire
 ICT
 Mechanical
 Sustainability (buildings)

Degree classification

Minimum 2:1 or equivalent

 Masters preferred for all disciplines

Sponsorship towards

CIBSE
 CIOB
 ICE
 IET
 IMechE
 Institute of Acoustics IFE
 IStructE

Apprentice opportunities

Building Services
 Civil/structural
 Electrical
 Mechanical
 Levels 3-6



Breathing new life into London's Old War Office

In 2023, the Old War Office (OWO) in Westminster opened its doors to the public for the first time in nearly 120 years. Built in 1906, this iconic Grade II listed building has undergone a remarkable seven-year transformation into the UK's first Raffles hotel and branded residences.

As the lead MEP consultant, we played a pivotal part in the conversion, undertaking the design of all MEP systems — from heating, ventilation and air conditioning to drainage and power. We also provided services in sustainability, energy, BREEAM, vertical transportation (VT) and IT/AV to support the building's redevelopment.

Blending heritage with innovation

Turning a 1,000-room government HQ into a five-star destination was no small feat.

The project added a three-storey rooftop extension and four new basement levels — now home to a spa, swimming pool, kitchens and a 600-person subterranean ballroom. Today, The OWO includes 120 luxury bedrooms and suites, nine restaurants, three bars and 85 Raffles-branded private residences.

Working closely with EPR Architects and 41 other sub-consultancies, we helped ensure the modern amenities and services stayed true to the building's original Baroque features.

Digital coordination and sustainability

To support coordination, the entire project team used 3D BIM software containing over one million design elements.

However, on-site discoveries — such as WWII-era reinforcement beams — meant we still had to adapt and reroute services. One solution involved using an existing underground corridor to distribute building services while avoiding listed areas.

Sustainability was a core focus. The building's high thermal mass supports energy efficiency by helping maintain stable temperatures. A state-of-the-art building management system (BMS) monitors energy use in real time. We also ensured that the building is prepared for future connection to district heating, which will further enhance its performance.



Transportation engineering and planning



Being the Chair of our Ethnic Diversity Network Careers Subcommittee has allowed me to collaborate with like-minded colleagues, celebrate diverse cultures and advocate for positive change within AECOM.

Ejaz, Transport Planning, Bristol



Our services

- Aviation (civil infrastructure)
- Bridge structures
- Development infrastructure
- Development planning
- Intelligent transport systems
- Pavement design
- Ports and marine
- Rail (civil and M&E)
- Roads
- Strategic consultancy
- Transport planning

Key degrees we look for

- Civil/structural
- Electrical
- Geography
- Mechanical
- Transport planning

Degree classification

Minimum 2:1 or equivalent

Sponsorship towards

- CIHT
- ICE
- IET
- IMechE
- IStructE
- TPS

Apprentice opportunities

- Civil
- Electrical
- Mechanical
- Structural
- Transport planning
- Levels 3-6



The Northumberland Line: the start of a new golden age for rail

It's been 60 years since the last passenger train ran between Ashington and Newcastle, in the industrial heartland of North-East England. In that time, the lack of convenient public transport has increased reliance on cars, caused congestion, limited access to jobs and leisure, and contributed to economic decline.

But no longer. Passenger services have now been reintroduced to the new Northumberland Line — a landmark moment for the region and the UK rail industry.

Led by Northumberland County Council (NCC), this innovative and ambitious project is one of the largest capital programmes the council has ever delivered. For every £1 invested, the scheme is expected to generate over £1.50 in economic benefits.

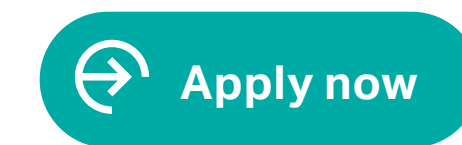
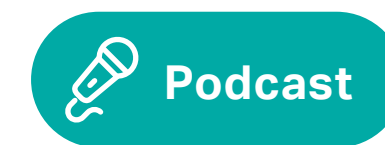
Appointed by NCC via the Perfect Circle joint venture, we have played a crucial role on the Northumberland Line — creating strong business cases to secure funding, and providing multidisciplinary services across stakeholder management, land consents, ground investigations, design, and cost and programme management.

Helping fast-track delivery and unlock long-term benefits

Delivered through the Department for Transport's Rail Network Enhancements Pipeline (RNEP), the project was accelerated by our team in partnership with SLC Rail. Together, we helped secure development stage approval in half the usual time by clearly demonstrating the scheme's benefits.

As one of the largest third-party funded rail upgrades in the UK developed by a local authority, the project sets a new precedent for regional rail delivery.

Working to Project SPEED principles, we supported delivery across a complex, live rail environment — coordinating with Network Rail, NCC, Northern Trains and contractors to reduce risk, minimise disruption and keep the programme on track.



Ground engineering and tunnelling



I've really enjoyed helping set up an Early Careers Network in our Glasgow office to encourage networking and communication between teams.

Claire, Ground Engineering, Glasgow



Restoring views in Eryri National Park through tunnelling

The Eryri Visual Improvement Provision (VIP) project is transforming one of the UK's most celebrated national parks. Located in Eryri (Snowdonia) National Park, North Wales, this £280-300 million scheme is removing visually intrusive electricity pylons and replacing them with a purpose-built underground cable system.

Reducing visual impact, protecting the landscape

Placing the transmission lines underground means pylons can be removed from the estuary, reducing their impact on the surrounding area.

This will not only bring back uninterrupted views across the Afon Dwyryd, but also help enhance biodiversity and support the park's role as a treasured national landscape.

Navigating complex engineering challenges underground

As part of National Grid's UK-wide VIP programme, our team is providing geotechnical and tunnelling design expertise for the scheme. It is being delivered by Hochtief UK with AECOM as lead designer.

Key elements include:

- Removing 3 kilometres of overhead lines and 10 steel pylons.
- Constructing a 3.4-kilometre tunnel, up to 60 metres deep, beneath the estuary.
- Building two shafts (14 metres deep at Garth and 60 metres deep at Llandecwyn).
- Installing 43 kilometres of high-voltage cabling.
- Delivering two new headhouses and sealing end compounds.

Tunnelling beneath a protected estuary in a national park presents complex engineering challenges. The geology is highly variable, ranging from soft glacial deposits to faulted mudstone. This required advanced numerical modelling to design a robust tunnel lining.

Adding to the challenge, this is one of the few UK tunnel projects where seismic activity had to be considered. Ground acceleration levels at the site are among the highest in the country, introducing an additional layer of complexity.

Our services

Geotechnical
Engineering geology
Tunnelling

Key degrees we look for

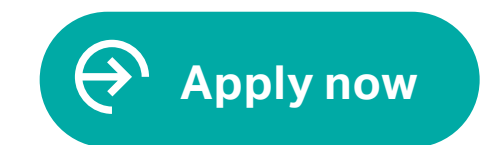
Civil engineering
Engineering
Engineering geology
Geotechnical
Soil mechanics
Tunnelling engineering

Degree classification

Minimum 2:1 or equivalent

Sponsorship towards

Geological Society
ICE
IOM3
IStructE



Environment



I'm providing stakeholder engagement support on Phase 2 of the Leeds Flood Alleviation Scheme, which will provide a 1-in-200-year level of protection along the River Aire.

Sammun, Stakeholder Engagement, Leeds



Our services

- Acoustical engineering
- Acoustics
- Air quality
- Applied and environmental geology
- Arboriculture and forestry
- Archaeology
- Carbon management
- Climate change
- Contaminated land
- Corporate EHS services
- Ecology
- EIA, SEA and ESHIA
- Environmental due diligence
- Environmental economics
- Environmental policy
- Environmental social governance
- GIS
- Hydrogeology
- Liability solutions
- Social impact
- Stakeholder engagement
- Sustainability
- Town planning
- Waste management
- Water science

Key degrees we look for

- Acoustics engineering
- Air quality
- Applied and environmental geology
- Archaeology
- Biological sciences (including wildlife)
- Carbon management
- Chemistry
- Civil and environmental engineering
- Conservation and biology
- Earth sciences
- EIA
- English
- Environmental economics
- Environmental science, environmental management/ impact assessment
- Geographical information systems
- Geography
- Geo-science
- History
- Hydrogeology
- Law
- Natural sciences (botany, zoology, ecology)
- Physics
- Politics
- Social sciences
- Sociology
- Species identification
- Sustainability
- Town planning
- Urban and city planning
- Waste management
- Wildlife conservation

Degree classification

Minimum 2:1 or equivalent
Masters preferred for some disciplines

Professional associations

- CIEEM
- CifA
- CIWEM
- CMet
- Environmental Society
- IAQM
- ICF
- ICRS
- IEI
- IES
- IGI
- IOA
- ISEP
- RGS
- RTPI

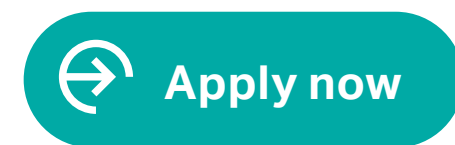
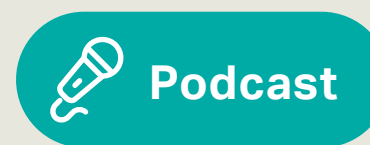
Apprentice opportunities

Environmental practitioner
Level 6



Stopping alien invasions

Our invasive non-native species (INNS) technical team provides specialist and integrated management services at all scales — from surveys and herbicide treatments on single sites to planning long-term management for major landholdings. It is at the forefront of current research and plays a key role in developing best practice in the UK. The team is supported by more than 120 AECOM ecologists, many with detailed INNS knowledge and experience, enabling AECOM Ecology to mobilise INNS teams for large-scale projects such as HS2.





Environment – Navigating the DCO process for Sunnica Energy Farm

As the world faces the urgent challenge of transitioning away from fossil fuels, Sunnica Energy Farm is set to make a lasting impact on the UK's energy landscape.

Located on the Cambridgeshire-Suffolk border, the site will supply clean electricity to around 100,000 homes, making it one of Europe's largest solar farms.

A nationally significant project

Our team was appointed to support Sunnica Ltd (a joint venture between Tribus Clean Energy and PS Renewables) through the complex Development Consent Order (DCO) process for this nationally significant project.

We provided detailed planning advice and led a comprehensive environmental impact assessment covering landscape, biodiversity, ecology and land use.

In July 2024, the Secretary of State granted development consent — a milestone we played a pivotal role in achieving.

Sunnica Energy Farm combines solar power with battery energy storage, allowing surplus energy to be stored and released when needed. As part of our technical scope, we designed the on-site substation and cabling infrastructure to connect both systems to the national grid — helping to balance supply and demand and enhance long-term energy resilience.

Supporting nature recovery

Crucially, the project also supports nature recovery, delivering 292 hectares of new biodiverse habitats — including wildflower meadows and native hedgerows. Our biodiversity net gain assessment concluded that the project is on track to achieve an impressive 83 per cent net gain in habitat units, 16 per cent in hedgerow units and 1 per cent in river units — far surpassing the requirement at the time for no net change.



Environment – Assessing Scotland's Carbon Calculator

Scotland's peatlands are a critical natural carbon sink, storing an estimated 1.7 billion tonnes of carbon, equivalent to 140 years of the country's annual greenhouse gas emissions.

Yet as demand for renewable energy grows, these landscapes are increasingly being targeted for wind farm development. While crucial for decarbonisation, disturbing peatland to construct turbines can release stored carbon, potentially offsetting the climate benefits of wind energy.

To address this, the Scottish Government introduced a Carbon Calculator in 2008 to assess the net carbon impact of wind farm developments on peatland. However, the tool hadn't undergone a major review since 2014, despite advances in peatland science and policy.

Working with ClimateXChange — Scotland's centre for climate expertise — we conducted an in-depth review of the tool to ensure it remains a reliable decision-making tool in the net zero transition.

What we did and why it matters

Our review focused on three areas: scientific accuracy, usability and policy alignment. We assessed how well the calculator reflects current peatland science, how practical it is for users, and how it supports planning frameworks such as NPF4 and the Climate Change (Emissions Reduction Targets) (Scotland) Act 2019.

We engaged with over 30 stakeholders, including the Peatland Expert Advisory Group, and explored ways to simplify and refine the tool. Our digital experts also looked at integrating high-resolution spatial data and automating inputs to improve efficiency.

Our findings were published in January 2025 in a report titled '[Carbon Calculator for wind farms on Scottish peatlands: an evidence assessment](#)'. The report lays the groundwork for future updates to the tool — helping ensure wind farm developments deliver real carbon savings while protecting Scotland's vital peatlands.

Ecological Innovation

AECOM ecologists work on many stages of small-, medium- and large-scale projects, delivering data and proposals through a number of specialist and industry-leading methodologies. A large proportion of the work currently being done by the central England ecology team is advanced bat surveys on the HS2 project. Trapping, tagging and tracking bats provides far more robust and detailed datasets than traditional methods. This approach ensures that mitigation strategies on landscape-wide projects such as HS2 are more than just adequate in conserving the protected species within our environment.

Our ecologists use technology to benefit themselves and the environment; drones allow visual access to high risk sites and often identify the presence of key species, such as otter and water vole; thermal imaging cameras allow more accurate bat sightings with the use of fewer surveyors working throughout the night.

For graduates seeking a more desk-based career, the green infrastructure team brings together architecture, engineering and the ecological sciences to create landmark structures such as green bridges. Many of these impressive projects would not be possible without the graphics, visuals and virtual reality scenes created by our in-house visualisation teams.



Surveying, project management and consulting



Since my first day at AECOM, I have always felt part of a team, part of something bigger.

Danielle, Project Management, Dublin



Our services

- Building surveying
- Design management
- Facilities management
- Fiscal incentives
- Process optimisation
- Project management
- Quantity surveying
- Transaction advisory

Key degrees we look for

- Architecture
- Building surveying
- Facilities management
- Project management
- Quantity surveying

Degree classification

Minimum 2:1 or equivalent

Sponsorship towards

- CIOB
- RICS
- SCSI

Apprentice opportunities

- Building surveying
- Project management
- Quantity surveying
- Level 6



LinkedIn's Dublin campus: our role on the tech giant's landmark development

In 2014, LinkedIn set out to create a landmark headquarters in Dublin — the city's first owner-occupied development in the city in two decades. Since then, LinkedIn has continued to invest in premises at the regenerated Wilton Park neighbourhood to accommodate its expanding operations.

Now nearing completion, the campus is a flagship within the tech giant's global portfolio and a showcase for LinkedIn's commitment to sustainability, employee wellbeing and digital innovation.

We've been instrumental in helping LinkedIn realise its real estate ambitions, providing professional services in workplace design, project and cost management, engineering, environmental, digital delivery and Project Delivery Optimisation (PDO).

Expanding LinkedIn's vision

Our collaboration began with technical due diligence and site acquisition for the 189,983 sq ft headquarters at 5 Wilton Park, completed in 2017 on time and on budget. It now serves as LinkedIn's European hub.

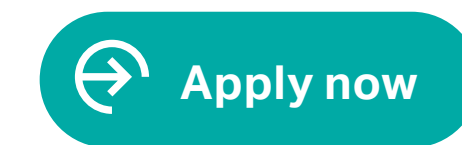
Following its success, we led the delivery of One Wilton Park and Two-Four Wilton Park and managed a major HQ refresh — adding collaboration zones, experimentation zones and real-time sensor tech to improve how the space is used.

Sustainability has been a core focus throughout. The original HQ achieved LEED Gold, while One Wilton Park earned LEED Platinum.

Setting the standard for smarter, healthier workplaces

Wellbeing is built into the design, with large windows for natural light, optimised air quality systems and flexible layouts that support productivity and creativity.

We used BIM Level 2 for real-time design coordination and developed a bespoke Project Management Playbook — now used across LinkedIn's global portfolio to ensure consistency, efficiency and collaboration.



Design and planning



I have amazing support for my professional and personal growth. I have the opportunity to be around fantastic and inspiring people working on very interesting projects.

Marta, Interior Design, Glasgow



HMRC Liverpool: transforming a historic landmark into a modern workplace

HMRC Liverpool is redefining what a modern civil service workspace can look like. As part of the UK's largest estates transformation programme, the scheme has turned the Grade II-listed India Buildings into a state-of-the-art regional centre — now home to 5,000 employees.

This is the only HMRC hub to be delivered within a heritage setting. The four-year restoration and fit-out programme reflect the ambition to preserve local character while meeting the needs of a flexible, future-focused workforce.

A people-centred approach to design

We developed the interior design concept 'A National Conversation with Regional Accents' — a people-centred approach that celebrates HMRC's national mission and regional identity.

To support inclusivity, we designed workstations in a variety of layouts and colours to meet different needs, including those of neurodiverse colleagues. The entire building is fully accessible, with thoughtful features such as lower-level counters, knee recesses and refreshment hubs designed for ease of use.

Blending sustainability with heritage

This project shows how a historic building can be carefully restored to meet the needs of a modern workforce. By combining heritage conservation with inclusive design and up-to-date technology, HMRC Liverpool sets a new standard for how public buildings can be made fit for the future, while still celebrating their past.

Our services

- Architecture
- Economic development
- Interior design and workplace strategy
- Landscape architecture
- Master planning
- Town and urban planning
- Urban design

Key degrees we look for

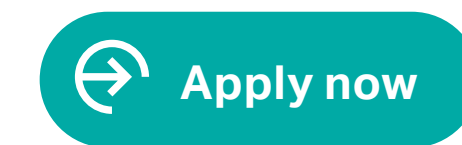
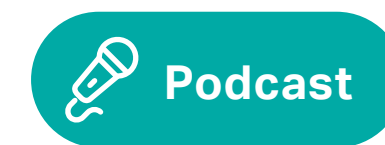
- Architecture (part 1&2)
- Economics
- Geography
- Interior design
- Landscape architecture
- Town/urban planning
- Urban design

Degree classification

Minimum 2:1 or equivalent

Sponsorship towards

- IPI
- LI
- RIBA
- RTPPI



Landscape architecture and architecture



I feel like I am growing and making an impact every day.

Vincent, Landscape Architecture, London



Our services

Architecture (part 1&2)
Landscape architecture

Key degrees we look for

Architecture (part 1&2)
Landscape architecture

Degree classification

Minimum 2:1 or equivalent

Sponsorship towards

BIID
ILI
LI
MCSD
RIBA (& ARB)



Royal Jubilee Maternity Hospital: redefining maternity care in Belfast

Appointed by Belfast Health and Social Care Trust as lead architect, we partnered with Isherwood + Ellis to develop the concept design for Belfast's new Royal Jubilee Maternity Hospital.

The state-of-the-art facility now supports over 5,000 women each year through pregnancy, birth and postnatal care.

Designing every stage of the maternity journey

As part of the wider Royal Victoria Hospital redevelopment, the new hospital replaces outdated infrastructure with a modern facility that reflects the vision set out in Northern Ireland's maternity strategy. Our approach focused on normalising birth and recovery, placing women, babies and families at the centre.

We led stakeholder engagement from the outset, including one-to-one mock-ups with midwives and clinicians to ensure each space worked for staff and patients. Delivery suites, obstetric theatres, en-suite birthing rooms and neonatal care are all located on one floor to support safer, more intuitive journeys through care.

Specialist spaces include a midwifery-led unit, early pregnancy unit, a 10-bed high-dependency ward and a quiet room for bereaved families.

Bringing new life to maternity care in Belfast

To create a more welcoming environment, we introduced features that reduce the clinical feel and help women feel safe, calm and supported.

Full-length windows with electronic blinds bring in natural light while preserving privacy, and bespoke panels conceal medical gases and equipment. Rooms also include space for family members to stay overnight.

Built beside the existing hospital to minimise disruption, the new facility is now in its final stages of preparation. Once open, it will strengthen the resilience of Royal Jubilee Maternity Services and set a new standard for maternity care across the UK and Ireland.



Culture and development



[Apply now](#)

AECOM

Our two-year development programme

(2.5 years for our apprentices)

The ADVANCE programme is designed to help you build your career in AECOM. You will attend a number of instructor-led training sessions where you will meet and hear from people across the business and take part in a series of interactive activities to equip you with the knowledge and skills you need to succeed in your role. Alongside the instructor-led elements of the ADVANCE programme, you will also engage with an online curriculum via AECOM University and have the opportunity to join the ADVANCE webinar series.

ADVANCE 1

- Introduction to the ADVANCE programme
- Meet senior leaders
- Building our brand and creating our culture
- ESG
- Wellbeing
- Freedom to Grow and flexible working
- Your career development

ADVANCE 2

Introduction to project delivery at AECOM

Digital transformation

Emotional intelligence

The session focuses on how we build and manage our professional relationships looking specifically at both collaboration and negotiation.

Bidding at AECOM

ADVANCE 3

AECOM projects in action

Day 1

Presentation skills

Days 2 & 3


Lifecycle of an AECOM project


The final event takes delegates through the lifecycle of an AECOM project. Led by leaders from the business, the session challenges apprentices and graduates as they work with their project team to deliver a successful project. The event is closed with a simulated client meeting, where delegates play the AECOM representation and the Directors play the clients.

“


At the Outward Bound week I got to network with other apprentices across the UK&I and try rock climbing, igniting a passion that I still do now with some peers at AECOM.





 **AECOM University**
ADVANCE
Learning Pathway

 Gaining your
professional qualification(s)

 **Mentoring support**

 **CSR**
Corporate social
responsibility days


 Becoming a
STEM ambassador

 **Networking**
with technical
experts and peers

 [Early Careers Induction](#)

 [Podcast](#)

 [ReelTalk Playlist](#)

 [Apply now](#)

AECOM

Technical Excellence

Connected expertise, exponential impact.

Technical excellence is our constant, powering what we do and how we do it. It's there in the way we prioritise continuous learning and professional development through AECOM University and our Global Technical Academies helping our people future-proof their careers. And it's there in the way we collaborate across disciplines and geographies via our thriving Technical Practice Network — the entry point to a world of technical experts, knowledge and training.

Focusing on technical excellence empowers our people to solve problems, adapt to change, and produce high-quality work. It also helps them leave a positive mark in their field and take control of their professional destiny.



We've built a culture of continuous learning, innovation and bold ambition.

Lara Poloni, President



When we connect smart people who love what they do in a collaborative culture that celebrates innovation and impact, we exponentially enhance our capabilities.

That's the TechEx Factor we promise our clients: every person, every discipline and every geography working together to create something greater than the sum of its parts.

Join us and share your expertise to tackle big infrastructure challenges on some of the world's most iconic projects. When we bring the best of AECOM to our colleagues, clients and the industry, there is no stopping us.

[Learn more about TechEx](#)



[Apply now](#)



Building meaningful and rewarding careers

Our philosophy on career development is simple: No matter where you are in your career, there's a path for you here at AECOM. We have four broad careers that you can explore. Employees are encouraged and empowered to develop their core skillset and capabilities and then explore different areas of our business to broaden their experience and perspectives.

The four career paths

Technical excellence

Deliver our core design and consulting services; career advancement could include practice leadership or an AECOM Fellowship, which recognises thought leaders in our industry who make significant contributions to our company, clients and communities.

Growth and client management

Work closely with clients, building strong relationships and developing new business opportunities as part of our growth strategy.

Project and program management

Work closely with clients on planning, executing and overseeing activities across the project lifecycle or on large-scale and complex portfolios of projects.

Business area leadership

Lead our business and workforce, overseeing a geographic area, business line or function.

career **paths**

No matter where you are in your career, there's a path for you here at AECOM.

[Learn more](#)



[!\[\]\(a4d16c8a41cabf411fc07876e1ffe25d_img.jpg\) Apply now](#)

AECOM

Our values



Safety, Ethics & Quality first

We operate ethically and with integrity, committing to safety, security and quality in all that we do.

Collaborate to win

We connect unrivaled expertise from around the world to anticipate and solve our clients' most pressing challenges to achieve shared success.

Innovate with impact

We embrace new ideas and develop forward-thinking solutions that generate great value for our clients, our communities and our people.

Deliver excellence

We grow our business through relentless client focus, technical and operational excellence, and exceptional project execution.

Sustain our world

We take action to make a positive impact on the planet, enrich the communities we touch and build legacies for future generations.

Thrive together

We create a welcoming workplace, foster engaged and supportive teams, and provide opportunities where all our people can reach their full potential.

[Apply now](#)

AECOM

Your work, your way

We're creating a culture built on flexibility, trust and great performance.

Through our Freedom to Grow initiative, you can work in a way that helps you thrive, with hybrid options that support you in finding the balance you need to deliver your best for your team and our clients.

The best of both worlds

As a graduate or apprentice, you will split your time between working from home and the office, giving you the best of both worlds.

Early on, we'll encourage more office time so you can learn directly from your team, build your skills faster and connect with other graduates and apprentices on the programme.

Balancing life and work

Our standard full-time hours are 40 per week in Great Britain and Northern Ireland, and 37.5 in the Republic of Ireland.

Sometimes, you might work extra hours, such as working on a large bid with a tight deadline. But generally evenings and weekends are yours — time to recharge, spend with friends and family, or do what you love outside of work.

“

Freedom to Grow has improved my mental health. I can start earlier or work through lunch, and use this time to take a bike ride into the Peak District.

Chris, Highways, Chesterfield



[Apply now](#)



Your wellbeing matters here

At AECOM, your wellbeing matters. We want you to feel supported, valued and able to do your best work while enjoying a healthy balance in life.

Wellbeing is part of our everyday culture. Our vision is to create a sustainable culture of care where we talk openly about mental health, support each other and remove barriers that could stop you from thriving at work.

We put this into action through our Wellbeing Strategy, built around three pillars: Be Well (employees), Support Well (managers) and Lead Well (leaders). Together, these make AECOM a place where everyone feels engaged, connected and supported.

As part of our team, you'll have access to a wide range of wellbeing resources and benefits. Our leaders and managers are equipped and committed to helping you look after your wellbeing at every stage of your career here.

“

I utilise Freedom to Grow to work flexibly; predominantly I work at home and adapt my days to suit me. Due to my Scout volunteering commitments, I often have at least one shorter working day a week and adjust my hours on other days to accommodate this. Freedom to Grow was particularly beneficial while completing my degree, as I could work around my coursework.

Meg, Streets, Glasgow



[Apply now](#)



Together, we thrive.

We're committed to being the best place to work in our industry — fostering respect, community, and innovation so our people can thrive, drive better outcomes for our clients, and fulfill our purpose of delivering a better world.



Building top talent

We recruit and develop the industry's best talent from across the communities we serve, partnering with nonprofit organisations and universities to build a robust talent pipeline that strengthens our teams today and prepares us for the future.



Expanding understanding

We encourage respect, fairness and continuous learning through employee programs and family-friendly benefit policies. Our Employee Resource Groups build community and provide our people with a forum for deeper engagement.



Improving social outcomes

Through our Sustainable Legacies strategy, we prioritise creating social value through the solutions we deliver, working with clients, partners, and suppliers to maximise positive impact for individuals, communities and society.



Enriching communities

We support communities through pro bono work, volunteerism, philanthropy and strategic partnerships. We rally to help those in need through our local aid and relief activities and our global employee giving and match campaigns.




[Apply now](#)



Award-winning Employee Resource Groups


Our award-winning Employee Resource Groups (ERGs) help strengthen the connections between us and the communities we serve. They support the exchange of ideas and dialogue, professional networking and development, talent attraction and help us advance our Sustainable Legacies strategy to improve social value outcomes. Employee Resource Groups are open to everyone — those who belong to a community and allies who play an important role in creating a welcoming environment for all.



BeBold: Americas
Black Community



Beyond Abilities: Americas, Europe & India
Community for Disabled, Neurodiverse and Caregivers



Connect: Americas, Asia, Australia and New Zealand
Early Career Professionals



Ethnic Diversity Network: Europe and India
Community for Ethnic Minorities



Gender Alliance: Europe & India
Community for Gender Empowerment



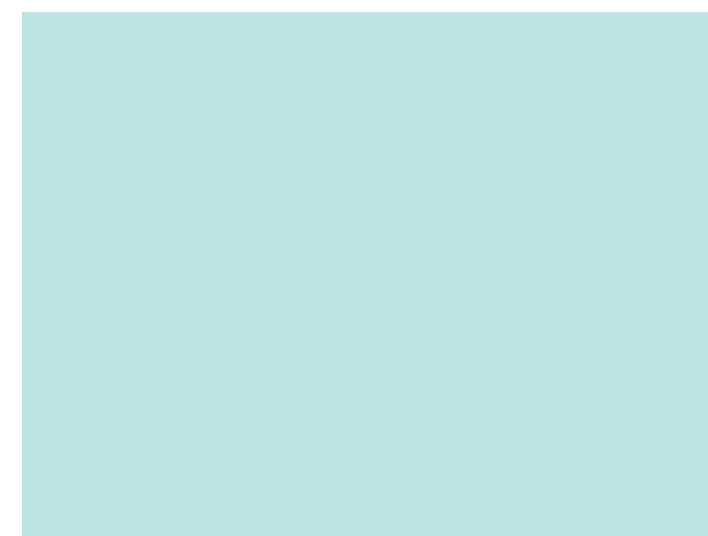
JUNTOS: Americas
Hispanic/Latinx Community



MOSAIC: Americas
Asian Pacific Islander Community



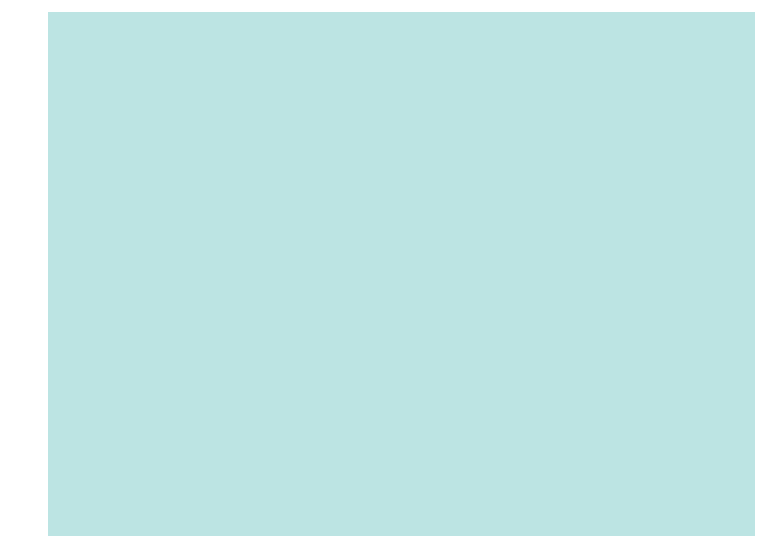
Pride: Americas, Europe, Australia and New Zealand
LGBTQ+ Community



Veterans Alliance: Americas
Veterans Community



Women's Leadership Alliance: Americas
Community for Gender Equality



[Apply now](#)



Salary and benefits



LinkedIn EMEA Headquarters
Dublin, Republic of Ireland
Image credit: © Enda Cavanagh

[Apply now](#)

AECOM

Our benefits



Private medical insurance



25 days' annual leave
+ you can buy up to 10 days or sell up to 5



Flexible benefits
a range of benefits supporting short and long-term finances, health and wellbeing

2

Paid social value days a year



Employee Assistance Programme
access to finance, legal, family and relationship advice



Annual season ticket loans
and cycle to work scheme



Life assurance



Lifestyle discounts and cashback
via the benefits platform



Income protection
(after 12 months service)



Company contributory pension scheme



15 days' paid leave a year for formally signed-up **reservists***



Digital wellbeing tool

* AECOM has been recognised as a Gold Employer by the Ministry of Defence for our work with the Armed Forces Covenant.

Starting salaries and progression

Bi-annual salary review whilst on the development programme

You will be eligible for bi-annual salary reviews, with the first subject to your start date. The idea of bi-annual reviews is to allow the business to review your salary regularly to ensure it remains competitive subject to your performance.

Graduates: Great Britain

Starting salaries are £28,500 for graduates with a bachelor's degree (£29,500 in the South East) and £30,500 for those with a master's degree (£31,500 in the South East). For project management and surveying roles, we pay £31,500 in London and £28,500 in all other locations.

Graduates: Northern Ireland

Starting salaries are £27,500 for graduates with a bachelor's degree and £29,500 for those with a master's degree. For project management and surveying roles, the starting salary is £28,500.

Graduates: Republic of Ireland

Starting salaries are €33,000 for graduates with a bachelor's degree (€34,000 in Dublin) and €35,000 for those with a master's degree (€36,000 in Dublin). For project management and surveying roles, we pay €36,000 in Dublin and €33,000 in all other locations.

Apprenticeships (Great Britain and Northern Ireland only)

For Levels 3 and 4, salaries start at £24,960 in London and Croydon, and £22,780 in all other offices. For Levels 5 and 6, salaries start at £25,000 in London and Croydon, and £24,000 in all other offices.

[Apply now](#)



Application and assessment



Luas Light Rail Network
Dublin, Republic of Ireland

[Apply now](#)

AECOM

How to apply – graduate roles

1 Online registration

🕒 25-35 minutes

You'll start with a short online registration to enter your details and show your suitability and passion for the practice area(s) you choose.

Apply at [aecom.jobs](https://www.aecom.jobs) and select 'graduate' in the keyword box. You can use the sidebar on the left to filter by the UK or Ireland.

There is no application deadline so please apply as soon as possible.

2 Behavioural and logical reasoning assessment

🕒 35-45 minutes

The next step is to take our interactive online assessment designed to give you a taste of what it's like to work at AECOM and be part of our culture.

It's also a chance for us to see your logical reasoning skills in action and the key behaviours graduates need to thrive here.

3 Final stage assessment

🕒 2+ hours

If you're shortlisted for the final stage, you'll be invited to participate in a technical assessment or a full assessment day with the team you're being considered for.

We'll share all the details you need once you've reached this stage.

💡 Useful tips

- **Check the job descriptions first.** They'll tell you which practice areas you can apply to based on your degree.
- **You can only submit one application.** But we'll consider you for all relevant open opportunities.
- **Be yourself.** Answer honestly in the behavioural and logical reasoning assessment. Don't try to second guess what you think we want to hear.
- **Prep for the final stage assessment.** Make sure you can demonstrate your knowledge of AECOM and the team you're applying to and be ready to show your passion and enthusiasm. Bring a few insightful questions too.
- **Flexible on location?** Select the 'flexible' option when applying.
- **Put effort into your application form.** Highlight your work experience or transferable skills and use the free-text question towards the end of the form to show your passion for your chosen practice areas, along with any relevant skills and knowledge.

Equal opportunities

We are an equal opportunities employer, committed to creating a welcoming workplace that positively encourages applications from suitably qualified and eligible candidates from all walks of life. All applications will be considered on merit alone.

Any questions? Please email us at: grad_recruit.europe@aecom.com

➔ Apply now

AECOM

How to apply – apprentice roles

1 Online registration

Applying to our apprentice roles is easy. Simply register and submit your CV and cover letter online for the apprenticeship you're interested in.

Search for roles at www.aecom.com/uk/apprentice.

Applications open in September/October each year, with successful applicants starting the following summer.

There is no application deadline so please apply as soon as possible.

2 Interview

If your application is successful, you will be invited to attend an interview either in person at the office you applied to or online via Microsoft Teams. The interview will explore skills like your teamwork and communication skills, as well as any technical knowledge you have gained through your studies or work experience.

For some roles, you may also be asked to complete a short written technical assessment specific to the team you are applying to. We understand that most school leavers will have little or no experience, so do not worry, we don't expect you to be an expert.

Useful tips

Getting ready for your interview? Here's how to prepare.

- Research as much as you can about us and the team you are applying to so you can speak confidently about who we are and what we do.
- Demonstrate your passion for working at AECOM and for the specific role you have applied for. You can do this in both your cover letter and during the interview. Why are you interested? What are your relevant skills and experience? What are your long-term ambitions?
- Be ready to share examples of key skills such as teamwork, problem-solving and communication.
- Come prepared with insightful questions to ask at the end of the interview. This is another great way to demonstrate your enthusiasm for the role and for AECOM.

Equal opportunities

We are an equal opportunities employer, committed to creating a welcoming workplace that positively encourages applications from suitably qualified and eligible candidates from all walks of life. All applications will be considered on merit alone.

Any questions? Please email us at:
grad_recruit.europe@aecom.com

Black Law Wind Farm, Lanarkshire, UK

 Apply now

AECOM

Apprenticeships



[Apply now](#)

AECOM

Why choose the apprenticeship route?



Apply your learning to live projects

You will typically be on day-release, block-release or distance learning, with the chance to put your academic knowledge into practice on live projects.



Avoid student debt

We cover all college and university tuition fees, along with the costs of professional memberships, and qualification interview and exam fees.



Earn while you learn

You will earn an immediate annual salary. See salary and benefits section for more details.



Same timeline as graduates

It takes apprentices the same amount of time to achieve their professional qualification as it would for someone to attend university full-time and then join a graduate programme — but you'll have 3-5 years of additional experience.



Be part of our apprentice community

We have several hundred apprentices going through the same process, supporting each other, socialising, and building connections through our early careers networks across the UK and Ireland.



Gain a professional qualification

We support all our apprentices towards the relevant professional qualification with institutions such as the ICE, IET, IMechE, TPP and RICS.



Build experience and technical knowledge

Work alongside and learn from industry experts, sharpening your skills and developing your technical knowledge while you study.

“

The career development I have gained whilst working at AECOM has been phenomenal.

I came to AECOM as a complete empty book with no experience at all, and in this short amount of time I have gained so much experience while doing my degree apprenticeship.

I have been given the opportunity to work on exciting new schemes, influencing the shape of the highway network and improving various local communities around the UK.

I also love the freedom AECOM offers its staff through flexible working between the office and at home, helping me fit in my football commitments outside of work.



Benjamin,
Streets,
Manchester



[Life as an apprentice at AECOM](#)

[Apply now](#)

AECOM

AECOM's apprentice schemes



Transport planning

- Levels 3 & 6
- Minimum entry requirements 5 GCSEs or equivalent, including maths & English grade C/4 or above.
- Work towards EngTech then IEng accreditation with TPP.



Engineering

(civil, structural, mechanical, electrical)

- Levels 3-6
- Minimum entry requirements 5 GCSEs or equivalent, including maths & English grade C/4 or above.
- Work towards EngTech then IEng accreditation with ICE, IMechE, IET, or CIBSE.



Surveying and project management

- Level 6
- Minimum entry requirements 96 UCAS points.
- Work towards APC accreditation with RICS.



Environmental practitioner

- Level 6
- Minimum entry requirements 96 UCAS points. Geography, sciences, maths preferred subjects.
- Can work towards several accreditations such as Practitioner with IEMA and Member with CIWEM.



[Apply now](#)

AECOM

Summer and industrial placements



Belfast Streets Ahead
Northern Ireland

[Apply now](#)

AECOM

Summer and industrial placements

Get ahead with real-world experience

Each year, we offer around 100 summer and industrial placement opportunities across the UK and Ireland.

Our summer placements typically last 6-12 weeks and our industrial placements 12 months, giving you a chance to deepen your technical knowledge, gain real industry experience, and immerse yourself in our culture.

You'll also get the chance to demonstrate the skills and attributes that set you apart — which could lead to a permanent graduate role once you finish.

London and Croydon

£28,920

Pro rata - summer and industrial placements

Rest of the UK

£26,310

Pro rata - summer and industrial placements

Republic of Ireland

€26,430

Pro rata - summer and industrial placements

How to apply

Applications open from October. Search for 'placement' opportunities at [aecom.jobs](https://www.aecom.jobs) and apply to any role that sparks your interest by submitting your CV (and a cover letter, if you have one).

If you can't find a suitable role, you can enquire about potential opportunities at: grad_recruit.europe@aecom.com

Areas you could work in

- Water engineering and consulting
- Energy engineering and consulting
- Building engineering and consulting
- Transportation engineering and planning
- Ground engineering and tunnelling
- Environment
- Surveying, project management and consulting
- Design and planning
- Landscape architecture and architecture

What legacy will you leave?



Search careers



Join talent network