

LAING O'ROURKE



# BUILT FOR YOU

## EARLY TALENT PROGRAMMES

[laingorourke.com/careers](https://laingorourke.com/careers)



# SARAH

**Programme:** Graduate

**Role:** Section Engineer

"Sarah has recently finished the graduate programme at Laing O'Rourke and was named graduate of her year. During her time here she has worked on the Northern Line Extension at Kennington and Nine Elms and is now a Section Engineer with our Expanded business."

## CONTENTS

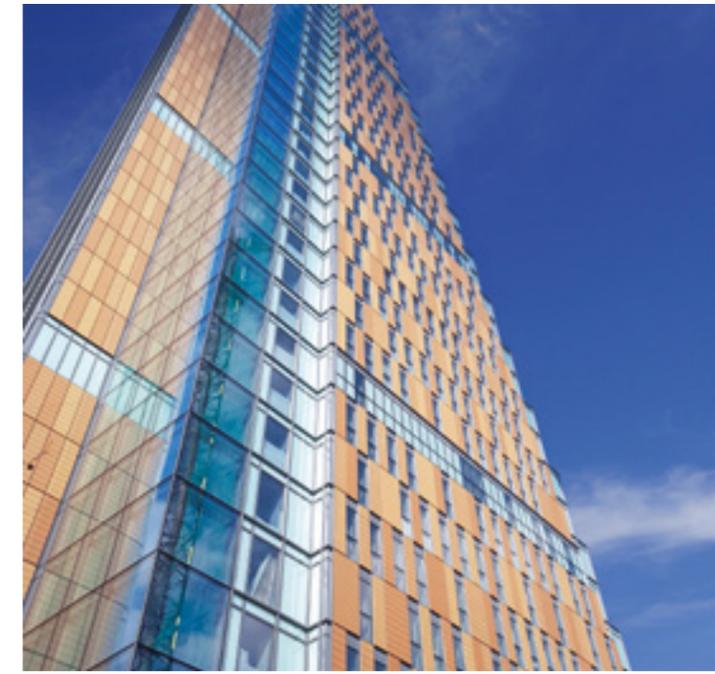
About Us	3
Our World	4
Why Laing O'Rourke	6
Programmes	8
Apprenticeship+	10
School & College Leavers	12
Summer & Industrial Placements	14
Graduates	16
Innovation	18
Assessment process	19

## About Us

### ON A MISSION

We are Laing O'Rourke. We design, manufacture, engineer and build iconic buildings and infrastructure projects used by millions of people every day. And we're on a mission to be the recognised leader for innovation and excellence in the construction industry.

We are passionate about harnessing innovation, which is why we invest heavily in research and development. Using the latest digital tools and techniques, we're changing the way we work in using innovative design and delivery techniques. We are creating structures that help to provide a better future for the communities that use them.



## WELCOME

"Hi I'm Craig Donachy, I'm a recent design management graduate and this year I was named Graduate of the Programme for the 2015 cohort. I was honoured to have been shortlisted and was delighted to find that I'd won. The prize is an international business trip to one of Laing O'Rourke's projects in Australia to gain an insight into our business operations abroad.

I've also taken on the joint chair role of our LGBT+ and Allies network - Laing O'Rourke Pride - as well as joining the executive team for the construction industry's Building Equality network. This year Laing O'Rourke attended Pride events in Brighton, London, Manchester and Student Pride.

The early talent programmes at Laing O'Rourke are more than just their technical discipline. You'll build a network of peers across the business – from those on your programme cohort, to those in the years above and across the other programmes. The modules help to work on your personal development as well as progress your technical skills.

There are plenty of opportunities to take part in team activities and fundraising events too. Joining Laing O'Rourke is an opportunity to push your career forward, whichever programme route you take, while making new friends and joining a supportive working environment.

It will be the best decision you ever make."



# BUILDING OUR WORLD

Construction is one of the most important industries we have. It helps to shape the way we live and work. It brings economic and social benefits to communities everywhere. This is what we do, and this is why we are proud to be Laing O'Rourke.



## EDUCATION

We have delivered a host of educational facilities from schools to universities to research facilities, including the Blavatnik School of Government at the University of Oxford, which will train future political leaders.



## WATER

We are upgrading existing facilities and building new capacity in the critical water infrastructure sector, including the largest section of the new Thames Tideway Tunnel, the biggest infrastructure project ever undertaken by the UK water industry.



## HOSPITALS

We have a long track record in the healthcare sector, delivering a range of hospitals across the world, including in the UK: Dumfries and Galloway Royal Infirmary, Alder Hey Children's Hospital and Guys Cancer Centre.



## TRANSPORT

We've been responsible for a variety of major transport projects, including Heathrow Terminals 5 and 2. Today we are working on Europe's largest infrastructure project, Crossrail, as well as the Northern Line Extension and Manchester Airport's Terminal 2 redevelopment.



## RETAIL

From Edinburgh to Leeds, Liverpool and Watford we have helped to create a new generation of shopping destinations and experiences.



## HOUSING

We work across the spectrum of the accommodation sector, from super-prime residential developments to much-needed affordable housing.



## POWER

Having delivered the UK's last nuclear reactor, we are now - in joint venture with Bouygues TP - the delivery partner for Hinkley C Nuclear Power Station in Somerset.



## OFFICES

We have delivered a range of iconic developments, including the Leadenhall building (the City of London's tallest structure).

# Why Laing O'Rourke

Why choose Laing O'Rourke? We think there are some great reasons to join us, such as our amazing culture, the iconic projects and the exceptional opportunities to progress.

## CULTURE

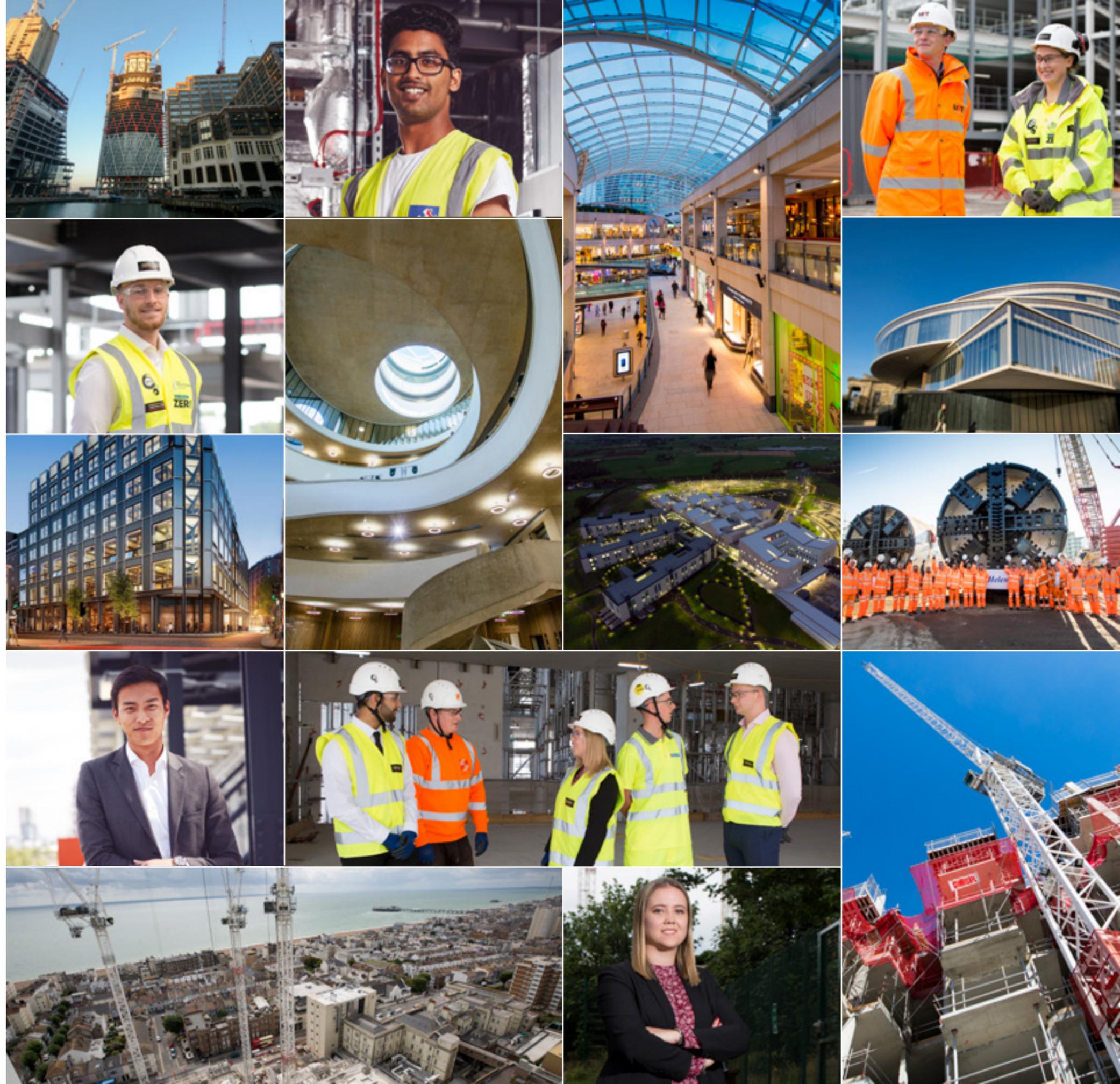
There is a strong sense of teamwork at Laing O'Rourke, with a focus on "getting stuck in" and supporting one another. There's a real chance to take responsibility at every level and work with a wide range of people, learn from each other, and solve important challenges.

## PROJECTS

You can work on a succession of projects where you get help to transform parts of the UK and create a real legacy. As well as the variety and pride in what you do, we're also keen to innovate and lead the way in the market.

## OPPORTUNITY

We believe our success and yours is all about opportunity. It could be the opportunity to innovate, the opportunity to develop alongside great professionals, or the opportunity to get involved in new areas and develop new skills.



# Programmes

## APPRENTICESHIP+

### TRADE & TECHNICAL APPRENTICESHIPS

## SCHOOL & COLLEGE LEAVERS

### HIGHER & DEGREE APPRENTICESHIPS

## SUMMER & INDUSTRIAL PLACEMENTS

### UNDERGRADUATES

## GRADUATES

### POST-GRADUATES

WHO ARE WE LOOKING FOR?

**APPLICANTS WITH AN INTEREST IN LEARNING A TRADE SUCH AS:**

- Electrical Installation
- Heating and Ventilation Installation
- Plumbing
- Plant Maintenance
- Welding and Fabrication
- Formwork Carpentry
- Carpentry and Joinery
- Piling Operations
- Steel Fixing
- Scaffolding
- Office Management

**THOSE INTERESTED IN A CAREER IN:**

- Civil Engineering
- Building Services Engineering
- Mechanical Engineering
- Information Technology
- Estimating
- Quantity Surveying
- Procurement
- Planning
- Construction Management
- Manufacturing
- Human Capital

**APPLICANTS MUST BE STUDYING AN ACCREDITED DEGREE COURSE IN:**

- Civil Engineering
- Mechanical Engineering
- Structural Engineering
- Building Services Engineering
- Geotechnical Engineering
- Architecture & Design
- Quantity Surveying
- Supply Chain Management
- Construction Management

Other STEM related degrees will also be considered

**ACCREDITED COURSE DEGREE IN:**

- Civil Engineering
- Mechanical Engineering
- Structural Engineering
- Building Services Engineering
- Geotechnical Engineering
- Architecture and Design
- Quantity Surveying
- Supply Chain Management
- Construction Management

Alternative degree courses will also be considered such as Mathematics, Economics and Business

WHAT ARE THE ENTRY REQUIREMENTS?

3 GCSEs (preferably grades 7-4 in Maths, English and Science)

5 GCSE's (preferably grades 7-4 in Maths, English and Science), 3 A-levels or BTEC

Undergraduate on target for a 2:1 or higher

2:1 or higher degree course, full UK mobility

KEY DATES

Most roles are advertised in the Spring with a view to commencing the following September. However further roles may be added throughout the year

Applications open in late October and typically close in early February

Applications open: September  
Start date (SP): July  
Start date (IP): September

Applications open in September and close the end of November. Roles may be advertised outside of this time depending on business need

WHAT IS THE PACKAGE?

Industry high rate of pay (hourly) that differs dependent on your choice of trade or technical skill

Full-time salary with benefits and full university fees (plus achievement award on completion of relevant professional qualification)

For a Summer Placement, you will receive a salary for the 6 to 12 week programme. For an Industrial Placement, you will receive a salary for the duration of your placement

Competitive salary with car and benefits (plus achievement award on completion of relevant professional qualification)

WHAT DOES THE PROGRAMME INVOLVE?

2-4 year programme depending on the role you take, and includes a regional induction and an annual apprentice development module

5 years  
13 development modules  
Exeter programme

Summer Placements are typically between 6 and 12 weeks, with a core 6 week programme that everyone attends

2.5 years  
7 development modules

WHAT PROFESSIONAL QUALIFICATION WILL I ACHIEVE BY THE END?

Level 2 or 3 NVQ, with the possibility of an HNC in the technical routes

HNC Level 4 or up to BSc degree

These are Placement programmes which will give you great learning opportunities, training and project experience

Start your chartership journey with the Institution aligned in your function i.e. Civil Engineers will achieve IEng with the ICE



## BUILDING GREAT SKILLS

By starting an apprenticeship with Laing O'Rourke, you'll have the benefit of learning new skills and putting these into practice on site, as well as gaining a recognised qualification. All in all, it's a great way to start your career.

You'll of course learn from and work alongside experienced trade and construction professionals. This is so important in your development, and they will help you to build your technical and trade skills.

We are particularly keen to work with people looking to become electricians, heating and ventilation fitters, formwork carpenters, scaffolders and steel fixers. Our main areas of recruitment are Manchester, Edinburgh, London and the South East, however this is project dependent.

## HOLLEE-ANN

**Programme:** Apprenticeship+

**Role:** Formwork Carpenter

"I did my A levels, but I didn't want to go to university. So I started to look around at what I could do. I enjoyed doing joinery at school; and by chance, I saw this opportunity. I applied and here I am!

My friends were a little shocked and surprised at first. I am probably the only female joiner they know! But they've been really supportive.

I do block release as part of my apprenticeship, which I much prefer as I can really get into the subject during that time. I'm in my first year of a two-year programme; and I've learned so much already.

Being a woman on site is a little different, I suppose, just because there are so many men here – although that is changing. It took a bit of getting used to, but everyone has been great."



## School & College Leavers

### GREAT PROSPECTS

Our School & College Leaver programme is an amazing opportunity. Over the course of five years, you can ultimately study for a degree in your chosen discipline – and all paid for by Laing O'Rourke!

For the first two years on the programme, you'll concentrate on getting to know your business and your role, while the final three years will include different modules tailored to your technical skills, knowledge and personal development.

There's no doubt that you'll be involved in getting to know more about innovative engineering and construction techniques, and build relationships with peers and colleagues who will continue to support you throughout your career at Laing O'Rourke.

### ELLIE

**Programme:** School and College Leaver

**Role:** Quantity Surveyor

"My parents work in finance, so I didn't have a connection to the construction industry before joining Laing O'Rourke. I just love seeing the building going up, and knowing that I helped to make it happen.

My friends are a little jealous. They went to university and I didn't. They can see how much I'm learning, developing and enjoying my job. I think some of them think they should have done this."



# Summer & Industrial Placements

---

## THE PERFECT SUMMER

Our award-winning Summer Placement programme for undergraduates runs for 6-12 weeks, offering on-the-job experience, structured training and weekly learning sessions.

Within this time, you'll gain valuable hands-on experience and develop skills for the future. The flexible nature of the scheme is ideal for helping you to make the most of your summer, both professionally and personally.

Our Placement students make a real contribution to the business, as everyone is given real responsibility as early as possible. Remember, this is not a work-shadow programme; you will be applying all the skills learnt at university and putting them into practice in real projects.

We also offer year-long Industrial Placements for students studying a four-year undergraduate degree.

## KRUNAL

Programme: Summer Placement

Role: Student Engineer

"Being able to proudly say that you've helped in the construction of incredible structures that define a city is an amazing feeling that is very rare to achieve in any other industry.

There is always support on the job and something new to learn daily. Every day is a new highlight and no two days are the same. If I was to choose one highlight, I'd say sending out my first crane scheme from start to finish. The joy of seeing your work signed and issued is a feeling that is unparalleled."



## SHAPING YOUR FUTURE, AND OURS

The graduate programme is designed to develop the future leaders of our business. It is a 32-month programme combining practical experience and academic learning, together with professional development. Via a series of modules, we'll introduce you to the very latest innovative engineering and construction techniques, and develop your technical capabilities, knowledge and personal skills.

Throughout the programme, you'll meet and learn from experienced colleagues and professional experts, forming important relationships and developing a deep knowledge of our business that will help drive your career forward over the coming years.

It's all designed to enable you, as a future business leader, to grow the personal and professional skills required for project delivery excellence.

## GERARD

**Programme:** Graduate

**Role:** Assistant Quantity Surveyor

"I really enjoy the satisfaction of working with a team towards a common goal. We have a one team approach which creates a very supportive and goal-oriented environment. Everyone has a genuine passion for what they do and a wider interest in the business.

I like the mix of office and being on site, and I enjoy seeing contracts and drawings coming to life off the page."



# Innovation

“Offsite manufacturing revolutionises everything”



## COMPONENT TRACKING

Every DfMA component can now be tracked at any point using a digital model, allowing for more accurate information management, and the ability to view a project's DfMA status through the entire process.



## SUNSHIFT

This ground breaking technology is the world's first large-scale, modular solar-diesel hybrid plant that can be manufactured off-site, installed on-site and easily packed up and redeployed, making it ideal for remote areas. SunSHIFT won the 2017 Fire Award at Bloomberg's Future of Energy Summit in New York.



## 251 SOUTHWARK, LONDON

Two Fifty One Southwark comprises a 40-storey residential tower, 72% of which is constructed offsite. The building is sustainably conscious, including a code for sustainable homes level 3.



## 123 ALBERT STREET, BRISBANE

This innovative building has been designed to achieve a world-leading 6-star Green Star rating and a 5-star Australian Building Greenhouse Rating. We used digital engineering to eliminate structural transfers and improve the building's efficiency.



## IMPOSSIBLE SPACES AT THE CRICK

By using digital engineering and rehearsing every major plant installation in the digital model, we were able to design, assemble and deliver 4,660 MEP modules to exacting tolerances – some up to 25 tonnes – and then install them within “impossible” spaces at the Francis Crick Institute.



## VIRTUAL REALITY CRANE SIMULATOR

Using virtual reality, it's possible to sit inside and drive cranes months before getting to a site. When working on the Google headquarters site in King's Cross, crane simulators could demonstrate to Network Rail the critical interface between the cranes on-site and the busy railway.



[LAINGOROURKE.COM/CAREERS](http://LAINGOROURKE.COM/CAREERS)

# Assessment process

## TAKE FIVE

### Five steps to joining Laing O'Rourke

Our selection process is broken down into manageable stages and is designed to give you an opportunity to find out if Laing O'Rourke is the right company for you, as well as giving us the opportunity to select the very best people.

All Graduates and School & College Leavers will go through all five stages including an assessment centre. Apprentices will have an interview and additional assessments depending on the role.

Candidates may be subjected to a drugs or alcohol test during the assessment process.

#### 1. APPLY ONLINE

Complete the online application form and upload a copy of your CV and covering letter.

#### 2. ONLINE TESTING

The best candidates will be invited to take an online test. You will be notified by email.

#### 3. VIDEO INTERVIEW

If you do well at the online test, you will be invited to a video interview held by one of our assessors.

#### 4. ASSESSMENT CENTRE

If you pass the video interview, you will be invited to our assessment centre which involves a second interview, group exercise and presentation.

#### 5. OFFER OF EMPLOYMENT

Succeed at the assessment centre, and we will give you a written offer of employment.

APPLY:

**From September for Graduates and Placement Students.**

**From October for School & College Leavers.**

**Apprenticeship+ opportunities are normally advertised from the Spring onwards.**

Laing O'Rourke | Bridge Place | Anchor Boulevard | Crossways | Dartford | Kent DA2 6SN  
T +44 (0)1322 296200 | F +44 (0)1322 296262

[www.laingorourke.com](http://www.laingorourke.com)

 ENGINEERING THE FUTURE

