

Frequently asked questions – Graduates

How do I apply for a role?

You can apply for an early talent role via our careers website <https://careers.laingorourke.com>

Am I allowed to apply for more than one role at a time?

We want you to select the role you are most interested in, so we limit candidate applications to one application only. Graduates need to be geographically mobile due to the nature of our work and our projects.

What are your minimum academic requirements?

To be eligible for the graduate development programme you must currently be studying for an honors degree, ideally in a STEM subject, and be on track for a 2:2 or higher.

Who do I contact if I have a question about a vacancy?

Please email your query to earlytalent@laingorourke.com, stating the 'graduate development programme' in the subject line.

Can I apply for positions if I am an international student?

We accept and consider applications from any candidates with suitable skills and experience, irrespective of their nationality. Successful candidates must have permission to work in the UK by the start of their employment.

When will I know if my application has been successful?

You will know if you are through to the next stage within 30 days of submitting your CV.

Can I speak to someone about your recruitment process and the graduate development programme?

If you have any questions about your individual application, or would like to speak to one of our recruiters, then please email us at earlytalent@laingorourke.com

Do you show preference to internal applicants?

Laing O'Rourke recognises the importance of promoting within and giving opportunity to employees. It is in our best interest to recruit outstanding talent and the candidate, whether internal or external, who is most suited will be offered a position.

Can I apply for a deferred entry?

We understand that not everyone is ready to start their career the day after graduation. If we offer you a job, we'll be happy to talk to you about your circumstances and each request will be dealt with on a case-by-case basis.

I have a disability/illness, should I declare it?

At the application stage, we ask candidates to indicate if they consider themselves to have a disability/illness so we can ensure adjustments are made to support you during the recruitment process. Any conversations we have with you regarding your disability will be treated with



confidentiality. Laing O'Rourke has become the first tier one contractor to have been awarded Level 3: Disability Confident Leader, the highest level in the UK Government's Disability Confident scheme, across its entire UK business operations.

I wasn't invited to the next stage of the recruitment process - can I get feedback on my application?

We encourage all applicants to request feedback if their application is unsuccessful following a video interview or assessment centre. We believe feedback is an important part of the recruitment process and will help you in your further search for a suitable role. If your application doesn't proceed following your video interview or assessment centre, we will give you personal feedback over the phone. When we inform you of the outcome, we will provide details of how to organise this feedback.

When will my references be checked?

All offers of employment are subject to references. You will be sent an email to your personal account and you will be asked to complete a reference questionnaire.

What are the typical hours in a working week?

Your normal basic working hours are those written in your Offer of Employment letter and exclude meal breaks. However, actual working hours will be as determined by the location in which you are based (subject to the Working Time Directive). For some staff who are site/ project-based, actual working hours may include working at the weekend. In order to fulfil the requirements of your position, you will be expected to work such additional hours, over and above the basic hours, as are necessary for the satisfactory performance of your duties and the operational requirements of the business.

I have been asked to relocate for my role, who should I speak to?

As a company we have a mobility allowance policy. The early talent recruitment team will be more than happy to assist with any questions you have relating to relocating and can share at the offer stage more details about our mobility allowance.

Do you offer a company car?

No, however, we do offer a car/transport allowance.

What do people wear at Laing O'Rourke?

Our office dress policy is business attire/wear. However, when on site you will need to dress appropriately for the project (wearing trousers and suitable shoes) and taking the weather into account. A large amount of your time could be spent outdoors. Personal Protective Equipment (PPE) is provided and will be supplied to you when you join us. Before you start working with us, we will match you up with a buddy who will help you get started before your first day and during your first few weeks. They can help you with any other questions similar to this.