

ARUP

*A future*  
with purpose

Graduates | Apprentices | Internships

Early careers at Arup

**Interactive Contents Menu**

# Every day we shape a better world

## Belong to an extraordinary collective

Dedicated to sustainable development, Arup is a collective of designers, consultants and experts working globally. Founded to be humane and excellent, we collaborate with our clients and partners using imagination, technology and rigour to shape a better world.

Our global scale and diverse skills mean that through our work we strengthen the resilience of communities and places to improve lives.

Proud to regularly feature as one of the top UK employers of Graduates, Apprentices and Interns, we are committed to providing a solid foundation to your development and care about each member's success, so we can grow together.



If there is a structure that marries sustainability with a sense of the impossible, chances are it is the work of Arup's hands.

Fortune Magazine

# Early careers opportunities

## A future with purpose

Joining us as an early careers member, you will be given the support, flexibility and opportunities you need for a challenging, fulfilling career.

From self-learning to more formal development through courses and programs using our 70, 20, 10 concept – we will provide all the resources and guidance you need to integrate into working life at Arup.

Every day, a new challenge. Every day, a chance to make a difference.





# Different people shared values



At Arup, you'll be part of an extraordinary collective, in which we encourage individuality to thrive. Our strength comes from how we respect, share and connect our diverse experiences, perspectives and ideas.

As a graduate, apprentice or intern – you'll have the freedom to explore challenges with curiosity and creativity. You'll believe passionately in doing the right thing and challenge the status quo.

Throughout our recruitment process, we'll be looking at what makes you unique. At our assessment centre, you'll be asked to do the same as everyone else. It's how you go about it that will make the difference.

We welcome talent like you from a wide range of disciplines - with roles across Climate & Sustainability Services, Energy, Water & Resources, Advisory, Building Services & Building Performance, Structural & Civil Engineering, Transport & Ground Engineering, Planning and Digital Services to name a few.



# Your benefits your way

## Benefits

Arup's benefits package plays an essential role in creating a great workplace culture and supports all aspects of your wellbeing: physical, psychological, financial, and social.

From benefits that you can use every day and that can help you take proactive steps in looking after your health and wellbeing, through to benefits that can help in times of crisis and give support when you need it most; we give you the freedom and flexibility to tailor your benefits to suit you, and your individual needs.

As a testament to our collective achievements, all our permanent members share in our combined success through our profit share and our benefits package which includes: a generous company pension scheme, private medical insurance, life assurance, accident insurance, income protection cover, 25 days' paid holiday plus public holidays, and a generous settling-in payment.

You'll also have access to lots of learning and development opportunities. This includes a structured induction and access to training through Arup university.

Generous settling in payment

Benefits package

25 days paid holiday plus public holidays

Private medical insurance

Generous company pension

Profit share

Life assurance

Accident insurance

Income protection cover

Access to Arup University training





© We Are CP1



# Your wellbeing resources

Wellbeing is integral to our business; it affects and influences all areas of daily work.

Wellbeing is the golden thread running through everything we do at Arup. Our vision aligns with Arup's global wellbeing commitments:

- We will promote an environment where wellbeing is part of the way we work.
- We will take a whole-person approach to wellbeing.
- Our leaders will engage with, and be responsible for, our wellbeing commitments.

So, wherever you are in your current wellbeing journey and whatever your personal wellbeing goals may be, there are tools and solutions available to help:

- Fantastic wellbeing support and benefits aligned to our wellbeing pillars
- Wellbeing resources, tools and guidance
- Moodle Wellbeing content for all & LinkedIn Learning
- Mental Health First Aid/Mental Health Safety Ambassadors
- Mental Health Awareness course for all members
- Wellbeing champions to support wellbeing activities and generate engagement at a local level.

# Graduates

## An amazing supportive culture

As a graduate at Arup, you will build a future with purpose.

Our graduates join in a specific role and have real autonomy to work on projects and engage with our clients from the start. Seek more responsibility and – if we can, and if we see you're ready – we'll do our best to give it to you. Here, everyone is respected, everyone shares in delivering our work and everyone benefits from our success.

You'll gain a breadth of experience by working on interesting projects that strengthen the resilience of communities and places to improve lives, and most of all, create a lasting impact on the world.

In return we'll expect you to push boundaries, challenge and improve how we do things, and to remain curious about the evolving world around us.

Whatever your field of study, you will find that there is a wide range of opportunities on offer. Currently we are looking for more than 300 graduates to join us in our offices across the UK.



Arup is an employee-owned company which allows you to work on projects that really align with your values, and the firm's values. It gives you a lot of choice in what you can do.

Charlotte, Graduate Climate Change Consultant



# Graduate development

## There's no education like experience

When joining as one of our Graduates, you'll be part of an extraordinary collective of experts, many of whom started their careers as Graduates themselves. With the support of your peers and a development plan suited to your needs, you will be given the tools needed to qualify in your chosen discipline and succeed in your chosen career.

As a graduate, you'll be encouraged to pursue a professional qualification of your choice with the support of a designated mentor. We partner with many professional institutes such as ICE, IStructE, IMechE, IET, CIBSE, RICS to name a few, and with over 80 in the UK, covering many different areas of work, you can find a path that suits you.

Not only will Arup fully support you in your endeavours to become professionally qualified, you will also benefit from a fantastic training package. This includes access to our Skills Networks whereby knowledge is shared through our experts across teams, disciplines and regions; access to the hundreds of courses available at Arup University (our in-house training team), and of course, informal networking.

Naturally, a huge amount of your learning will come from your work on live projects, and we'll support you every step of the way as your aspirations take shape.

## Does this sound good to you?

All kinds of talented graduates thrive at Arup. Each one brings passion and determination to grow. If you are interested, we encourage you to apply early with applications opening in September each year.

## How to apply

---

– Explore all our roles on [careers.arup.com/earlycareers/](https://careers.arup.com/earlycareers/)

---

– Complete your online application form and an account will be created for you. You can also request email alerts for relevant positions as they arise.

---

– We'll confirm receipt, and then get back to you as soon as possible to let you know if you are through to the next stage. This will be a personality assessment as well as a timed numerical and logical reasoning assessment. We recommend you find a nice quiet place, free from distractions so that you can think about your answers.

---

– After passing the assessments and a business review, you'll be invited to virtual assessment centre. We will advise you of potential virtual assessment dates early in the process. Virtual assessments take place between November and March. At the virtual assessment, you'll meet the team and take part in a technical exercise, a case study, and a competency-based interview.

---



I did not fully anticipate the depth and breadth of experiences I would be entrusted with. One year on from joining as a graduate, I have worked on a multi award-winning medical rehabilitation centre for the MOD and collaborated with Arup's largest client worldwide. Arup provides you with a network of strong people that you can truly rely on.

Nathan, Project Management Graduate

# Apprentices

## Building your knowledge and career

We are proud to be named one of the UK's Top 50 Employers of Apprentices – voted for by students themselves. It's a testament to our commitment to providing the ideal start to your development.

We believe in 360 degree support that's both professional and personal. While acquiring the technical skills and qualifications you need to launch your career, you'll also build your workplace knowhow.

You'll take part in off-the-job training, which is an essential component of our apprenticeships to ensure you develop and acquire the knowledge, skills and behaviours as needed for your development. We offer apprenticeships at Level 2 (intermediate), through to Level 7 (degree).

Our apprentices study a wide range of professional disciplines: civil engineering, building services, structural engineering, rail design, business and admin, project management, transport planning, accountancy, digital consulting, quantity surveying, environmental consulting and more.

Locations could include: Belfast, Cardiff, Edinburgh and Glasgow, Bristol, Leeds, Liverpool, London, Manchester, Newcastle, Nottingham, Birmingham, Sheffield, Winchester, Whitehaven, and York. To fill these positions, we're looking for applicants that are passionate about the sector, self-motivated and eager to learn.



**The range of practical and soft skills you learn as part of the apprenticeship simply can't be taught on a traditional university course.**

Tom, Apprentice Software Developer

# Apprentice development

## Join us and expect both technical and workplace training.

When joining us as one of our apprentices, you'll earn, learn and develop your career in a discipline of your choosing all while studying for a professionally recognised qualification.

From the start you'll be allocated a mentor to offer guidance, a buddy to support and work with, and a network of over 300 apprentices who have all been through the same journey.

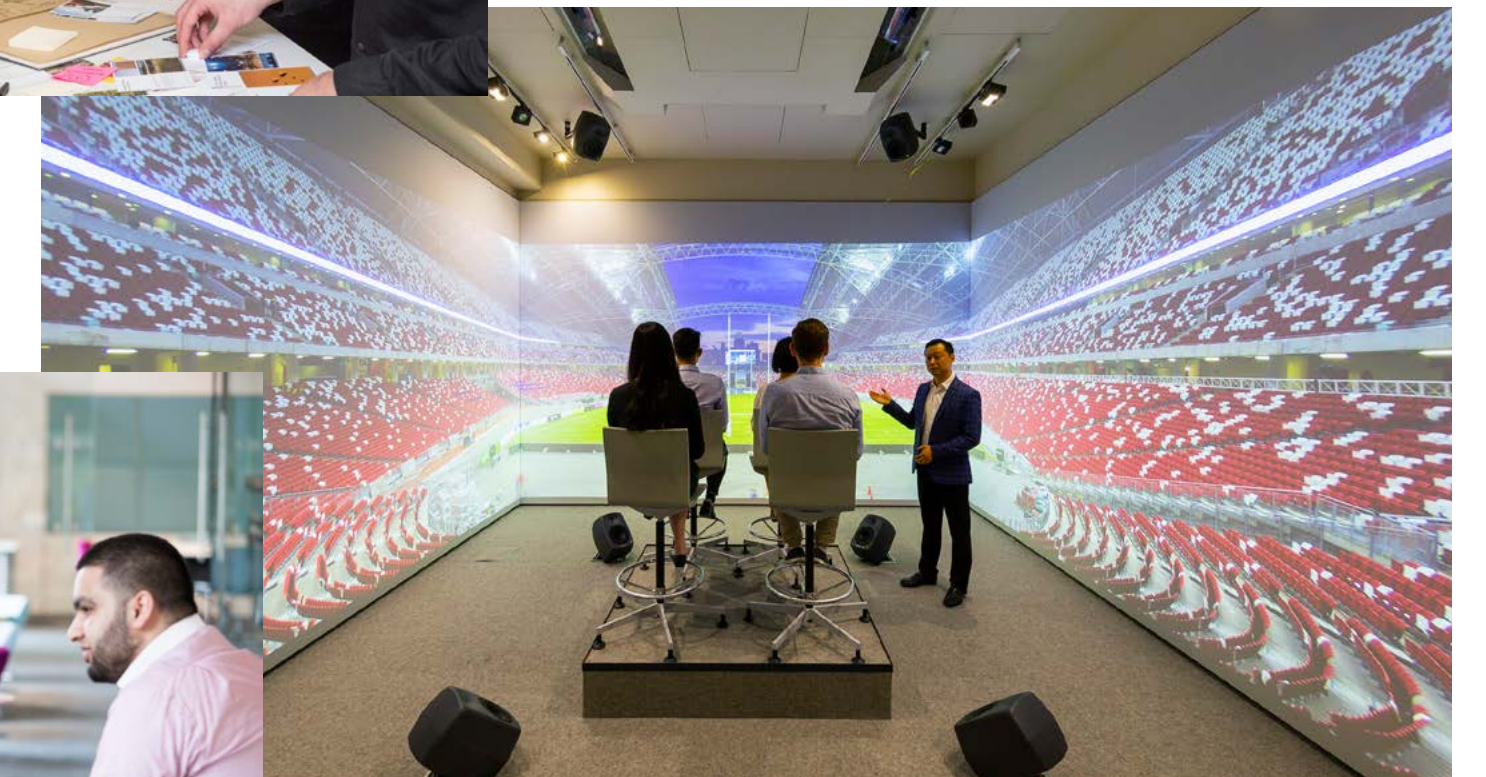
Throughout your apprenticeship, you'll also have access to our online network of internal courses. These cover technical aspects of the business, such as software, but also vital 'soft' skills such as report writing and working effectively. We have preferred training providers across the UK to deliver your academic qualifications via day, block release or distance learning. Twenty percent of your time will be spent on 'off the job' training to develop your knowledge, skills and behaviours, with the rest of your time contributing to real-life and meaningful projects. Your progress will be reviewed together with your mentor and training provider periodically to help you successfully achieve your apprenticeship.

## Does this sound good to you?

An apprenticeship with Arup is a fulfilling and rewarding way to take your career forward. If you are interested, we encourage you to apply early with applications opening in November.

## How to apply

- Check for vacancies on our website from November via [careers.arup.com/earlycareers/](https://careers.arup.com/earlycareers/)
- Submit your application including predicted/achieved grades and a summary of your strengths. The next step will be a personality assessment as well as a timed numerical and logical reasoning assessment. We recommend you find a nice quiet place that is free from distractions, so that you can think about your answers.
- Attend a virtual assessment centre, including a virtual tour of the office. It's as much a chance for you to get to know us as it is for us to get to know you. You can expect to find out about training, salary and how we do business. You'll hear from current apprentices and, most likely, experienced members. Your assessment on the day will include an interview and a case study exercise.



Being an apprentice at Arup is great. I balance my time between work and University, meaning I'm learning valuable skills and getting real-life hands-on experience.

Olivia, Apprentice Project Manager

# Internships

## Summer and 12-month placements

Each year, Arup seek out talented students for our acclaimed Summer Internship and Industrial Placement programme. We look for students who are ready to take the leap into the professional world; diverse individuals who want to explore challenges with curiosity and creativity.

You will work alongside skilled professionals and contribute to the success of meaningful projects. 'Off-the-job' you may enjoy learning sessions with our leadership team, site visits and all kinds of social events.

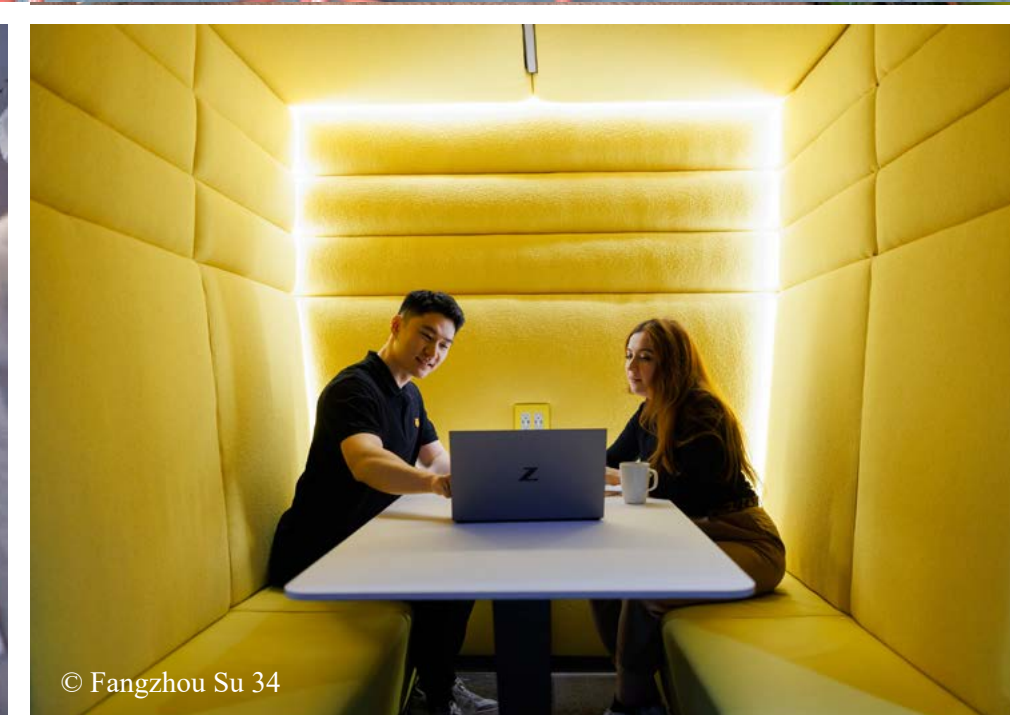
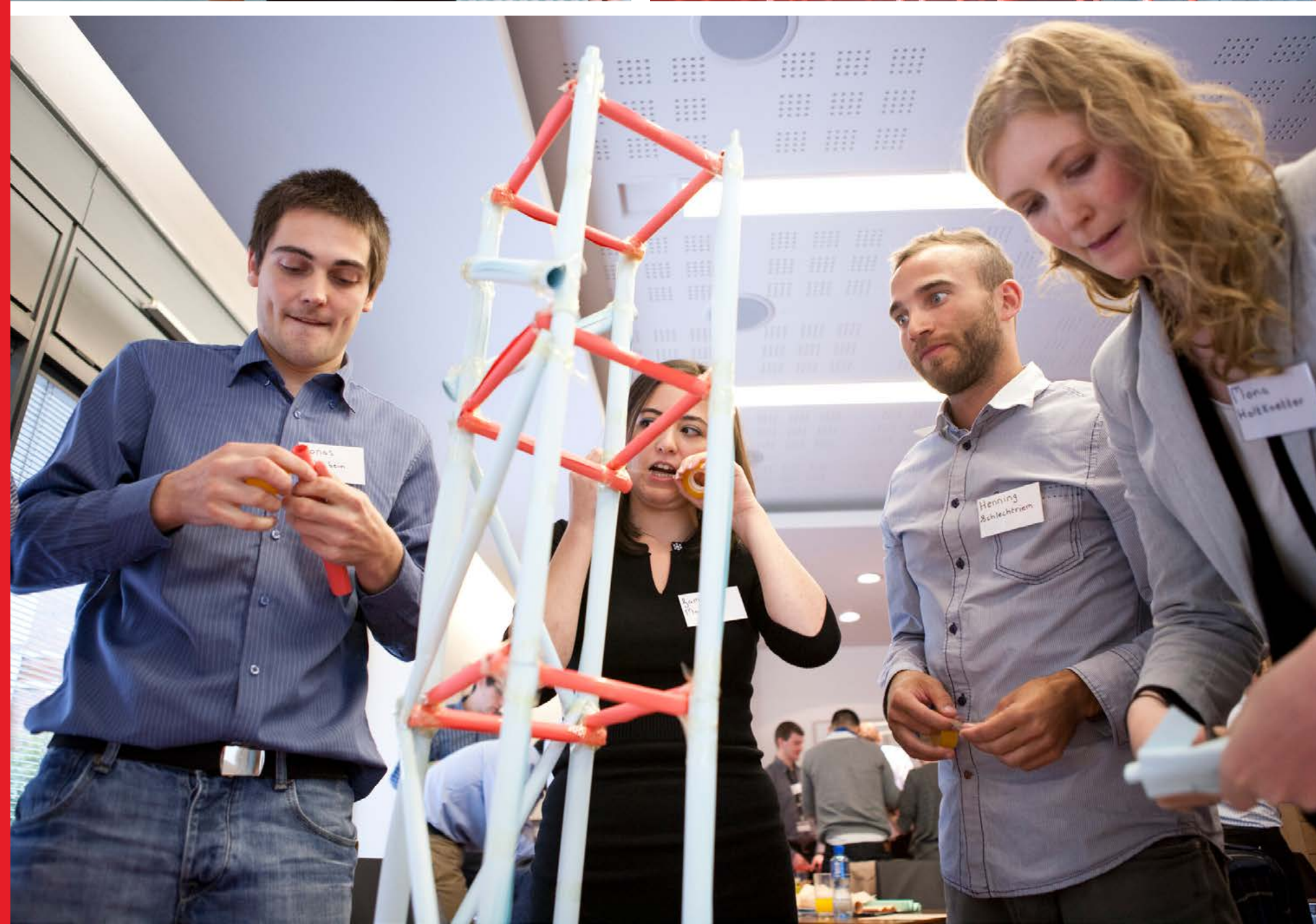
From day one you'll be contributing to Arup's legacy and our mission to shape a better world. You'll learn from others and begin creating your professional network ready for when you graduate.

Our programme is a fundamental part of our Early Careers recruitment strategy and feeds directly into Arup's success. Our aim is to welcome as many students back into our other programmes be that another internship or potential graduate position. These roles are a stepping-stone to your future.

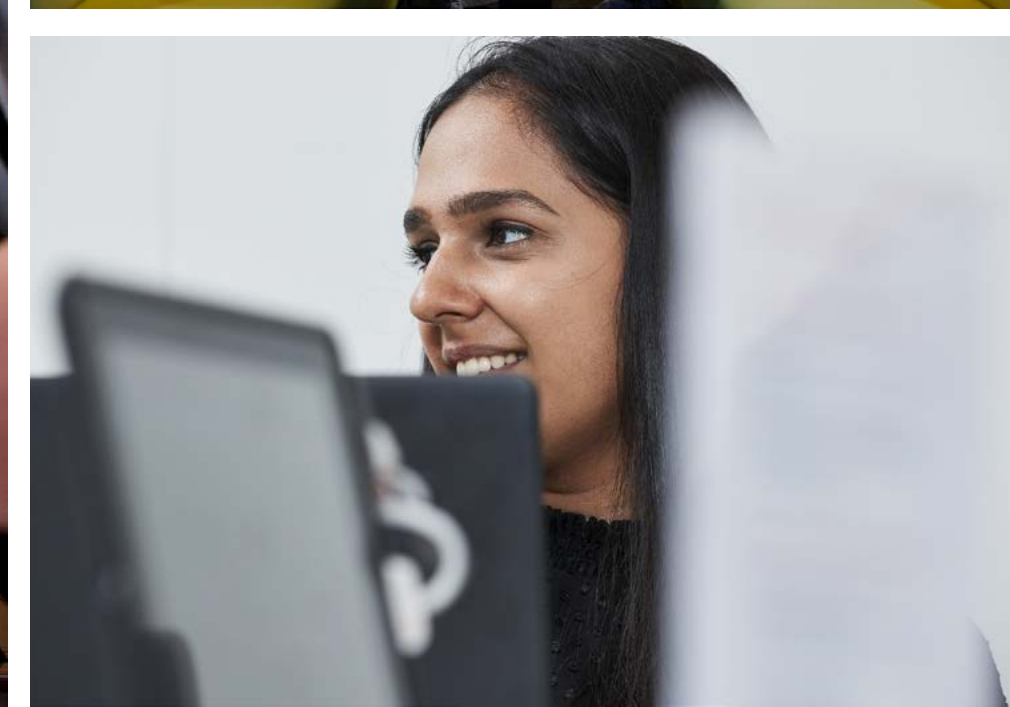


Arup really cares about my development. I've been put on some amazing projects since I joined.

Lewis, Graduate Mechanical Engineer



© Fangzhou Su 34

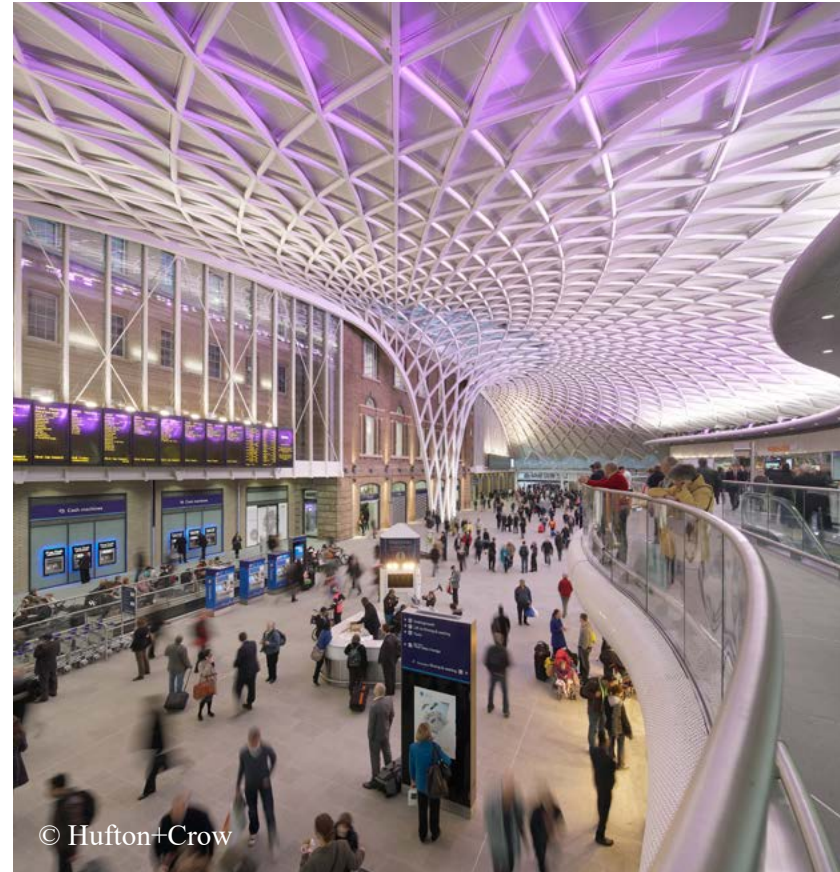


# Internship applications

## Curious to know what it's like to work here?

Whether you're looking for a summer role for a few weeks, or a longer placement of up to 12 months, we offer many possibilities to shape a better world. If you are interested, we encourage you to apply early with applications opening in December.

- 
- Check for vacancies on our website from December via [careers.arup.com/earlycareers/](https://careers.arup.com/earlycareers/)
  - Complete your online application form and an account will be created for you. You can also request email alerts for relevant positions as they arise.
  - We'll confirm receipt, and then get back to you as soon as possible to let you know if you are through to the next stage. This will be a personality assessment as well as a timed numerical and logical reasoning assessment. We recommend you find a nice quiet place, free from distractions so that you can think about your answers.
  - After passing the assessments and a business review, you'll be invited to a virtual assessment centre. We will advise you of potential virtual assessment dates early in the process.
  - Virtual assessments will then take place where you'll meet the team and take part in a technical exercise, and a competency-based interview.
- 



**My colleagues have been nothing short of incredible. Welcoming me to the team and giving me so much of their time to develop as an engineer.**

Sean, Graduate Electrical Engineer

# Our Early Careers Welcome Experience

Our Welcome Experience is designed to ensure all of our Graduate, Apprentice and Industrial Placement new starters feel welcomed, prepared and set up for success before they join.

Over the summer months, the Welcome Experience will provide you the opportunity to learn more about our firm, our work, priorities, and to understand how you can make a difference to our clients. Our dedicated virtual platform will host a variety of content for you to digest at your leisure – from insight into what you can expect through ‘day in the life’ vlogs to information to help you feel connected to Arup before you start, and general advice to support your preparations for starting. You’ll also be able to connect with your fellow Early Careers cohort as well as your team and colleagues and begin creating your Arup network.

When it comes to your first day on the job you’ll be well prepared to hit the ground running. Your structured agenda for your first week will include all the essentials of starting a new role including meeting your team and understanding more about your role at Arup. In addition, you’ll have access to an Early Careers Development Framework – a tool designed to support the growth and development of your professional business skills and technical skills throughout your first two years with us.

Our Welcome Experience is in keeping with our career development:  
**you make it your own.**



Early Careers at Arup.  
Graduates | Apprentices | students

Visit and apply for roles at:

<https://careers.arup.com/earlycareers>

Follow us on:

[www.linkedin.com/company/arup](http://www.linkedin.com/company/arup)

[www.instagram.com/arupgroup/](http://www.instagram.com/arupgroup/)

[twitter.com/ArupUK](https://twitter.com/ArupUK)

