BURO HAPPOLD

Early careers candidate pack

Welcome

In this guide you'll find useful information about us and about the recruitment process

Who are we?

We are an international, integrated consultancy of engineers, consultants and advisers, with a presence in 38 locations worldwide, over 100 partners and 3,000 employees.

For nearly 50 years we have built a world-class reputation for delivering creative, value-led solutions for an ever-challenging world.

As a truly interconnected community of experts, we value human wellbeing, curiosity, embrace mutual responsibility and genuinely care about the impact and legacy of our work.

Above left:
Museum of the Future, Dubai, UAE
Image: Phil Handforth

Above right:
Jewel Changi Airport, Singapore
Image: Tim Hursley

Right:
Providence River Pedestrian Bridge, Providence, Rhode Island, USA
Image: Kroo Photography

Our global reach

38
locations worldwide

Over
3,000
staff around the globe

7
offices in the UK

1600+
staff in the UK

What are our values?

1. We value **human wellbeing**, and are discontented with limitations. We commit to taking this seriously for our people and our projects.

2. We are a **diverse one-firm culture**. When we get it right, it sings. Internal barriers are always to be overcome through inclusivity and equity above all else.

3. We embrace **mutual responsibility**. It is easy to default to individual success. Teams need to share success and failure in the same way.

4. We are more than a business. We **care about the legacy of our work**. We have a responsibility of care as an employer and influencer in shaping the world.

5. It takes courage to create. Our culture fosters a **dynamic between technology and empathy** to gain a deeper insight, unleash imagination, and manage risk.

Our expertise

Advisory

- Sustainability and energy transition
- Digital advisory
- ESG advisory
- Asset optimisation and commercial advisory
- Urban and regional development

Sustainability

- Energy consulting
- Net zero carbon buildings
- Building retrofit
- Sustainability

Cities and Infrastructure

- Bridge engineering and civil structures
- Digital twins
- Infrastructure
- Nature and biodiversity
- Waste and logistics
- Transport and mobility
- Water

Engineering Design

- Building services engineering (MEP)
- Ground engineering
- Structural engineering

Specialist Consulting

- Facade engineering
- Fire engineering
- Acoustic consultancy
- Asset consultancy
- Inclusive environments
- Lighting design
- Security and public safety consulting
- Information and communication technology (ICT)

Technology and Digital

- Analytics
- Computational engineering
- Smart building consultancy
- Building management systems

Read more about our specialist disciplines here

Truly multidisciplinary

A plethora of interesting and challenging projects to stretch your professional skills. We offer an opportunity to work on multidisciplinary projects alongside a range of specialist engineers and designers both within Buro Happold and our collaborators.

What's important to us?

What are we looking for?

As well as technical capability, we look for behavioural, cultural and potential leadership fit. In line with our vision, we are looking for...

High performance

A winning attitude

Leading through technology

Collaboration

Agility / flexibility

Next steps

Image: Getty / jacoblund

The recruitment process

We place great importance on a having a safe and inclusive environment and will seek to make any arrangements that may be required to enable all who work with us to thrive. We have flexible working hours and hybrid working, and welcome applications from all backgrounds and walks of life. If you have any questions about how this could apply to your specific circumstances or if there is anything we can offer to make the application experience more comfortable for you, please don't hesitate to get in touch with us.

1 Apply online

2 Phone interview

3 In-person or virtual interview

4 Job offer

5 HR checks

6 Onboarding

Buro Happold rewards

We offer a selection of flexible and exciting benefits that will support your professional and personal growth with us.

25 days
annual leave

Flexible benefits
including dental insurance, cycle scheme, travel insurance and many more

Up to **2** professional subscriptions per annum

Access to
Employee Assistance
program

Season ticket
loan

Optical
cover

Income
protection

Access to
Corporate discounts

University College London Management School Expansion,
London, UK

Image: Alan Williams Photography | Nicholas Hare Architects.

Buro Happold are good at nurturing young engineers. They are not frightened to give young staff the chance to take on responsibilities and I am pleased they encourage young women.

—— Carol Lelliott, Partner, Nicholas Hare Architects

YEF Dubai desert safari trip to Al Lahbab, Dubai.

Meet Buro Happold Young Employees Forum

The Young Employees Forum (YEF) exists to connect all early careers Buro Happold employees in their professional and personal development.

Forums are run locally and connected globally to provide a focus for activity throughout the entire practice. Involvement with the forum is encouraged until you are officially promoted to a senior grade.

The Young Employees Forum (YEF) exists to connect all early careers Buro Happold employees in their professional and personal development.

- Act as a support and communication network for all early career's employees.
- Be a forum for sharing knowledge and experience.
- Promote Buro Happold's early careers professionals externally.

> The YEF has been one of the best aspects of joining Buro Happold – I moved to the area not really knowing anyone but instantly had a network of people around my age. It was great to help me settle and has meant I have been able to form some great connections, both within the office, as well as other offices with our UK and Global events.
>
> —— **George Price,** (Graduate structural engineer)

In their own words

What do our early careers new starters get up to after joining?

Graduate Digital Technologist, 2024 intake

Transitioning into the role of a Digital Technologist has been a significant learning curve, especially coming from a different academic background (Biomedical Engineering). My work involves designing and developing ICT strategies across a variety of projects, using software such as Revit. I've had the opportunity to contribute to a diverse range of developments including airports, islands, skyscrapers, resorts and office spaces. Being able to play a role in these projects so early in my career fills me with immense gratitude.

It has been an incredibly rewarding journey so far and a truly enriching experience.

Industrial Placement, Structures, 2023 intake, now a Graduate Structural Engineer with our Bath team

The projects are diverse and complex, and the focus on equity and how much they care about people who work for the practice came through and was a key reason why I chose Buro Happold. Joining the Bath office in September 2023, the atmosphere in the team cultivated a supportive space to gain feedback and build a rich skillset, from designing simple elements to creating a structural analysis model for an entire stadium.

Graduate Sustainability consultant, 2024 intake

After a year into my role, I juggle about six projects such as reviewing a Sustainability Design report, helping with BREEAM certification and circular economy, evidence referencing and DHN Feasibility Study. It's great to be part of a team that cover a range of expertise – anything from environmental design to master planning or decarbonisation so I am always learning.

Graduate Bridge Engineer, 2024 intake

I'm a Civil Engineering graduate from the University of Edinburgh, and I joined Buro Happold in September 2024 as part of the Bridges and Civil Structures team. Since starting, I've had the chance to work on a wide range of exciting projects, spanning everything from early-stage concept design to reviewing structural health monitoring strategies for major infrastructure.

Some highlights of my journey so far include supporting a bridge bid in Northern Ireland, helping shape masterplans for cities in the Middle East, and diving into detailed reinforced concrete design for retaining walls. I've also enjoyed getting hands-on with conceptual sketching, 3D modelling, and applying international design standards to real-world engineering challenges.

Develop your career with us as a graduate

Room to grow

Our Employee Personal Development Reviews embrace new neuroscience research that focuses on encouraging employee-led career conversations. The introduction of My Career Plan and Objectives (My CPO) demonstrates our commitment to support our people and ensure we tailor career prospects for everyone.

Emerging professionals programme

Our graduates learn the fundamentals of design and technology whilst building a base in consulting and professional skills. This is a blended learning programme where participants gain experience against our internal professional and technical frameworks in relation to their specialism. A mixture of classroom and online learning supplements both the technical and professional skills development. We have an additional range of options for training associated with BIM & digital design and delivery.

Professional registration (Chartership)

We see membership of a professional body and professional registration as crucial to the development of our people and offer substantial support to those aspiring to achieve this. In the UK, all employees are encouraged to have up to two professional memberships. Engineers outside the UK are encouraged to demonstrate their technical competence through membership of an international body related to their specialism.

Develop your career with us as a graduate

Informal training

We have fertile communities for our consultants and engineers to share new ideas, for all to learn and benefit from each other. Less formally, our networking events (e.g. Speed Date a Chartered Engineer) allow graduates to learn from more senior colleagues in a friendly, informative way. “Ted Talks”, in memory of our founder Ted Happold, are lunchtime talks that focus on a specific topic to give you a broader understanding as to what’s going on within the wider engineering and consultancy space.

A diverse range of expert teams

With over 30 areas from structural engineering to acoustic design and economics you could help make a real difference on some of the most exciting and complex challenges happening right now. We offer a range of specialist disciplines to our graduates every year. You will also have the opportunity to be supported (or even join) our Young Employees Forum in your local office and contribute your experience and learnings to the next generation of engineers through various outreach activities.

BURO HAPPOLD

Good luck!

Apply online at: www.burohappold.com/careers/

Questions: earlycareers@burohappold.com

www.burohappold.com

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— **George Price,** (Graduate structural engineer)

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