



BURO HAPPOLD

# Early careers interview guide

# 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)

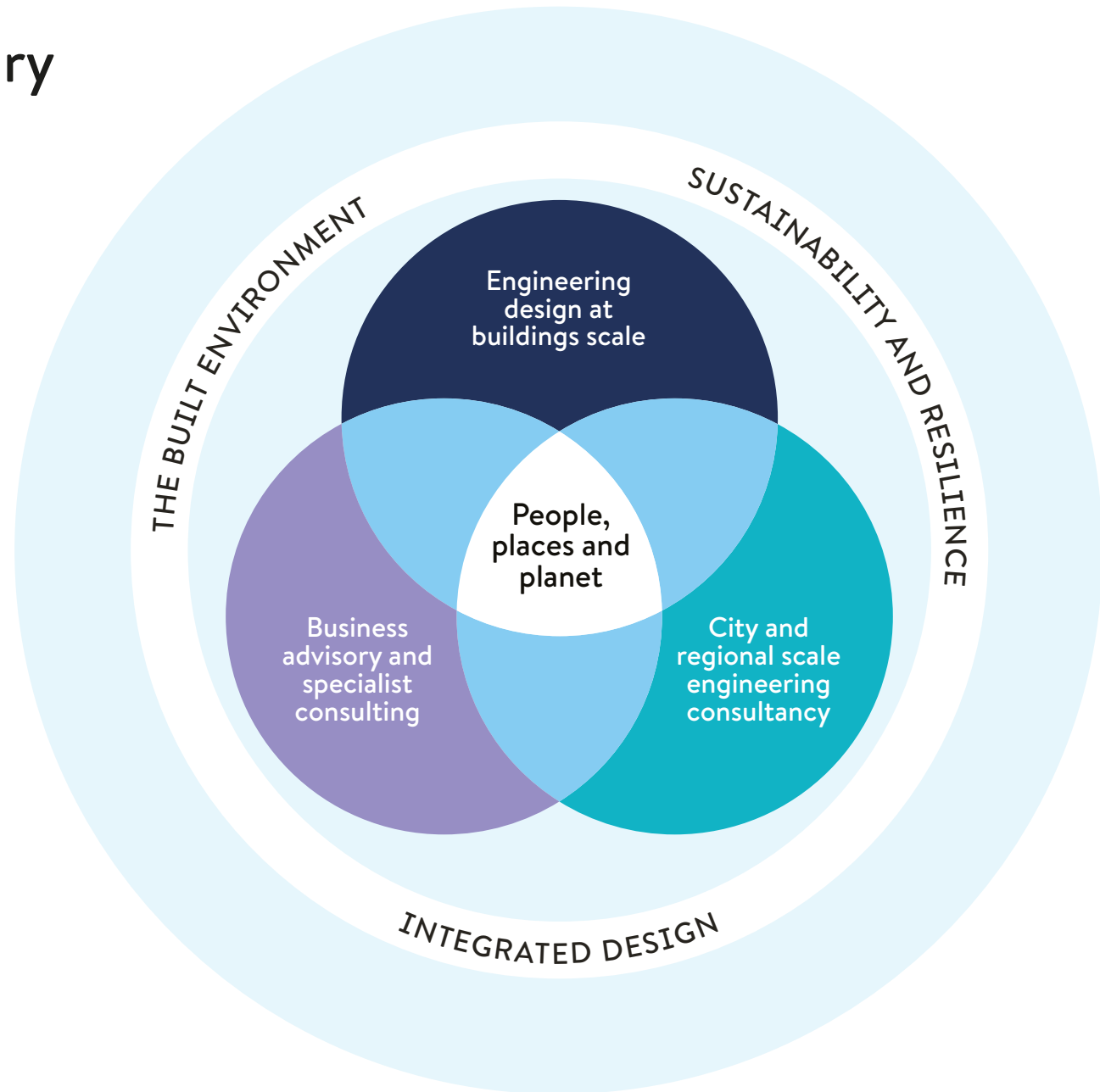
## Technology and Digital

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?



Our  
inclusive culture

Our  
climate  
commitments

Our  
social impact

Our  
heritage



# 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





# The interview



# Interview preparation tips

Ensure you spend some time familiarising yourself with the discipline and/or team that you are interviewing with you. You can do this by searching for the specialism on the [Buro Happold website](#).

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Check out our exciting projects! It is a great way to learn more about our work and methodology. This will also give you ideas around talking points during your interview.

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Make sure you familiarise yourself with the key focuses of the role and the type of work you would get involved in (you can find this in the job advert). It is important to think about previous experience or projects that you can discuss during your interview to demonstrate the relevance of the skills/experience you have to the role. We are happy to hear about real life experience or relevant academic projects you may have been involved in.

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We sometimes ask candidates to prepare an interview task, the recruitment team would share the details of this with you beforehand. If you need any additional support or guidance, please reach out to the recruitment team.

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Finally, the interview is equally an opportunity for you to get to know us better too! Feel free to think or note down some questions as part of your interview preparation to ask the interviewers.



## Inclusivity

**Buro Happold values an individual's flexible approaches to working patterns as an important part of how you work and achieve balance. We welcome applications from those who are seeking flexibility in their careers.**

Our exceptional portfolio of projects is the result of the diversity of thought, identities, backgrounds, and experiences that shape us. Appreciating each other's differences is key, we want employees to feel they don't have to mask elements of their identity to thrive.

We are working to change the lack of representation of marginalised groups in the built environment. We are particularly keen to hear from anyone who feels they are underrepresented in the industry. We have much to learn from one another. Embracing differences allows us to develop the most innovative and elegant solutions.

We encourage in-person interviews whenever possible, as they provide a valuable opportunity for us to get to know you better while allowing you to experience our workplace culture and environment firsthand. We understand that travel expenses can be a concern, so if needed, please discuss this with your recruiter—they'll be happy to explore a contribution toward your travel costs through reimbursement.

Our interview dress code is Business Smart. If you require support in obtaining professional attire, there are various resources available, such as [Smart Works](#) and [Suited & Booted](#). Additionally, your local authority may offer further options.



Prior to your interview, you will have all the information regarding what to expect from the interview and any necessary preparation tasks. In our application forms, you will be asked for any adjustments we can make the process for you. We use the information offered here to discuss with you at a later point in the recruitment process to gauge what amendments we can make to the process to ensure the experience is as comfortable for you as possible whilst in an environment that will help you perform your best. We will be led by you in terms of the adjustments as we are aware that everyone is different and so are the ways we can support.

Some examples of common adjustments we have accommodated in the last recruitment cycle are as follows:

*“Due to my autism, it would be helpful to have interview questions in advance.”*

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*“As a neurodivergent person, I need more time during the interview. I would benefit from having time to write down my answers.”*

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*“I require Deuteranopia colour blind settings.”*

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*“Diagnosed with dyslexia, therefore I will require extra time for presentations or any other assessments.”*

*“No adjustment needed; however, I have Type 1 Diabetes which means I will have my phone on during any interviews and assessments.”*

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*“I have SPLD (Specific Learning Difficulties) so I may need to support in digesting large bodies of text and may need extra time with any assessment related tasks.”*



Buro Happold's London office  
— the Featherstone Building.



# Use of AI

**We believe in ensuring all our processes are equitable and that we help everyone access the opportunities we have to offer.**

To ensure that we do not disadvantage anyone during the application process we ask that all responses in application forms should be completed without the assistance of generative AI. Not everyone has equal access to AI tools, and we'd love to hear from you in your own words as we get to know you through the process. Having said that, we would encourage you to use AI tools to help support your employer research, application planning, interview research and preparation.

Outreach programme  
Share Our Skills (SOS)  
Bridges to Prosperity.







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.

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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.



# Interview questions – preparation

During the interview, you may be asked a variety of different questions that are typically competency-based. There can also be a mixture of opinion question and behavioural interview questions that will allow you to demonstrate the relevance of your skills and experience. This can be through your academic studies/projects, work experience and volunteering examples.

Review the job advert that you applied for to remind yourself of the key criteria of the role so you can prepare your answers. If you have misplaced this, you can also log into your account on the career page to review your past applications. Alternatively, you can ask your contact in the recruitment team to send you a copy.

A common interview question preparation tool is adopting the **STAR** Technique when mapping out your answer:

- **S**ituation – the situation you had to deal with.
- **T**ask – the task you were given to do.
- **A**ction – the action you took.
- **R**esult – what happened as a result of your action and what you learned from the experience.

# Interview structure

The interview structure can vary from time to time, however the standard format would be as follows:

## Introductions

- We will introduce ourselves.
- Explain how the interview will be structured.
- Talk about what you hope to get out of the interview and what it is you're looking for.

## Interview task

If there is an interview presentation task set, you will kick off the meeting with your presentation shortly after the introductions.

## Q&A

The remainder of the interview will be a series of competency style interview questions based on the role you are interviewing for, assessing both your technical capabilities.

## Closing

After the interviewers have concluded their questioning, they will allocate some time at the end so you have an opportunity to ask any questions you may have.

## Decision/feedback

We aim to get back to candidates within 2-4 weeks of their interview in regard to the outcome. If you have a change of circumstances or simply want a follow up, please reach out to the recruitment team.

# The recruitment process

We place great importance on 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.





## 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

Access to

# Corporate discounts

# Income

protection



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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

University College London  
Management School Expansion,  
London, UK

Image: Alan Williams Photography  
| Nicholas Hare Architects.



# 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.



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**BURO HAPPOLD**

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# Good luck!

Apply online at: [www.burohappold.com/careers](http://www.burohappold.com/careers)

Questions: [earlycareers@burohappold.com](mailto:earlycareers@burohappold.com)

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