

LAING O'ROURKE



EARLY TALENT PROGRAMMES

laingorourke.com/careers



CHOOSE YOUR FUTURE

We are Laing O'Rourke. We design, manufacture, engineer and build iconic buildings and complex infrastructure projects used by millions of people every day. It's our mission to be the recognised leader for innovation and excellence in the construction industry. To achieve that, we've long been focused on innovation as a positive force for change, challenging practices and investing in the latest technology and platforms.

One of the pillars of our organisation is people development. Fundamentally, we know that we can only progress by creating the very best team in the industry, and we have continued to invest in early talent development programmes, creating many opportunities for apprentices, students and graduates in the last five years alone.

Come to Laing O'Rourke, and you have the chance to choose a future that's right for you. Our development programmes have been specifically designed to enable you to gain the skills and qualifications to excel in your career and take on new opportunities as they come along.

CONTENTS

Why Laing O'Rourke	3
Working in construction	4
Working for a leader	6
Programmes	8
Development journey	10
Our work experience programmes	12
Our development programmes	13
Our people	14
Assessment process	16



SHAPE THE WORLD AROUND US

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.

Despite the coronavirus pandemic and the disruption and uncertainty it has brought to the UK, Laing O'Rourke is well positioned to contribute to the economic recovery in the UK. Even during the height of the crisis, we maintained safe progress on some of the country's most vital buildings and infrastructure assets – including hospitals, nuclear, utilities, transport and private sector projects. We even handed over 50% of the new Grange University Hospital in Wales in April 2020, one year ahead of schedule - providing the Health Board with 384 beds had they needed them to tackle the coronavirus pandemic.

“As an engineering enterprise, Laing O'Rourke is committed to playing a vital role in building a stronger and more sustainable economy that benefits society in general.”



RAY O'ROURKE KBE, CHIEF EXECUTIVE OFFICER





EDUCATION

Orchard Hill



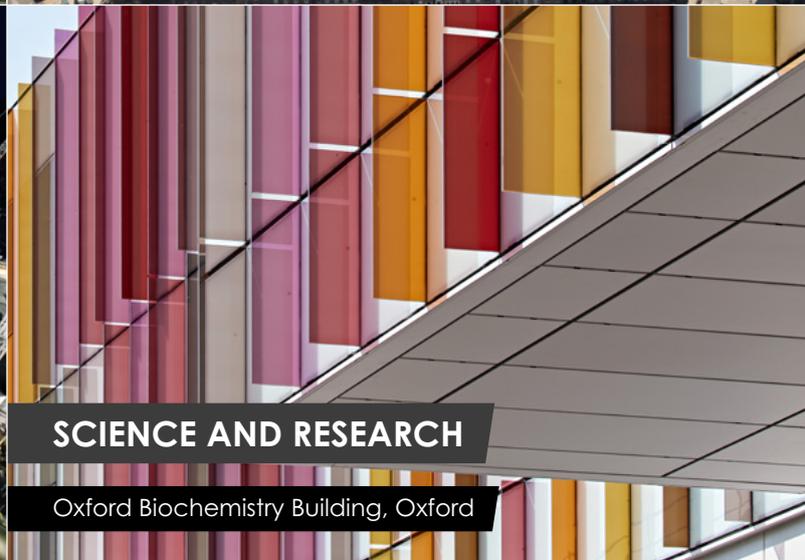
COMMERCIAL MIXED USE – OFFICE/RETAIL

St James Quarter, Edinburgh



INFRASTRUCTURE – POWER

Hinkley Point C, Somerset



SCIENCE AND RESEARCH

Oxford Biochemistry Building, Oxford



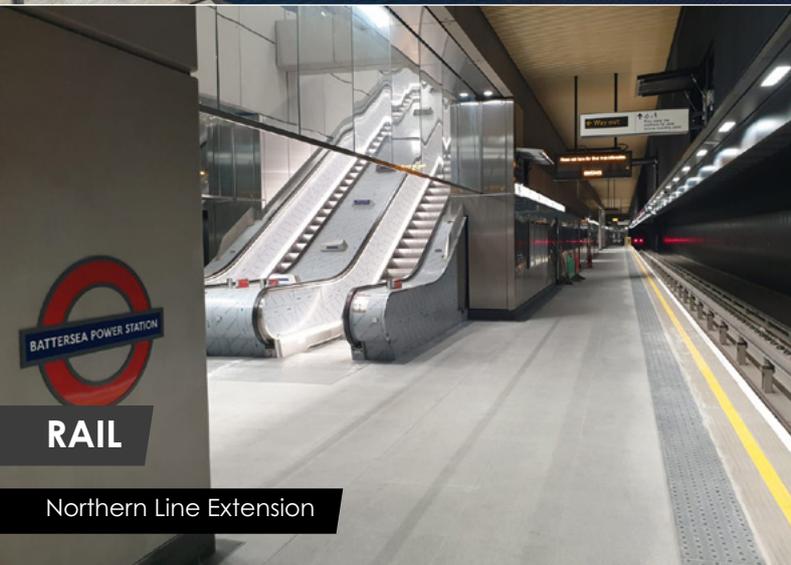
LEISURE

Everton Football Club



HEALTHCARE

The Grange University Hospital, Gwent



RAIL

Northern Line Extension



RESIDENTIALS

Two Fifty One, Southwark, London

LEAD THE WAY IN CONSTRUCTION

Not only do we work on outstanding large-scale projects in the UK and beyond, but we also implement the latest technologies and innovations to do so.

Laing O'Rourke is driven by a mission to lead the construction industry, and we have pioneered off-site manufacturing, digital engineering and other modern construction techniques to improve productivity and reduce delivery times.

OUR CENTRE OF EXCELLENCE FOR MODERN CONSTRUCTION

At the most automated facility of its kind in Europe, our engineers have designed and manufactured technically complex components for more than 350 UK buildings and infrastructure projects.

"Our sector-leading expertise in DfMA (Design for Manufacture and Assembly) has helped us reduce programme schedules and complete work on time, or even early."

Declan McGeeney, Director, UK Infrastructure

70% of any given project is constructed off site, giving a **60%** improvement in productivity and a **30%** improvement in delivery schedule.



251 SOUTHWARK LONDON

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

THREE EXAMPLES OF INNOVATION

ELECTRIC CRAWLER CRANE

Our specialist plant hire business – Select was the second company in the world and the first in the UK to introduce electric crawler cranes to market.

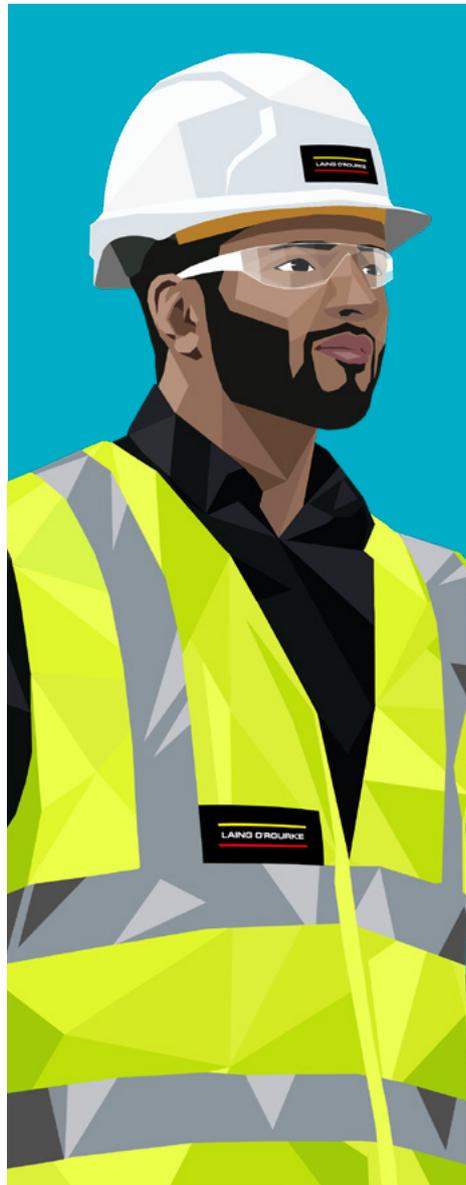
With the world and the industry placing a much greater value on sustainability, energy consumption and zero carbon targets, the electric crawler crane is one of the latest investments Select has made to contribute towards zero-carbon ambitions. This crane has zero emissions. It's quieter than its diesel-powered counterparts which helps us minimise noise to surrounding neighbours and it can work to the same performance whether it is unplugged or plugged.

GRANGE UNIVERSITY HOSPITAL

With great team work, and by using modern methods of construction we delivered a 384 inpatient-bed hospital in Cwmbran, Wales four months ahead of schedule, all amidst the backdrop of a global pandemic.

CHOOSE YOUR PROGRAMME

There are a range of development opportunities with Laing O'Rourke, whether you're leaving school, at university or about to graduate.



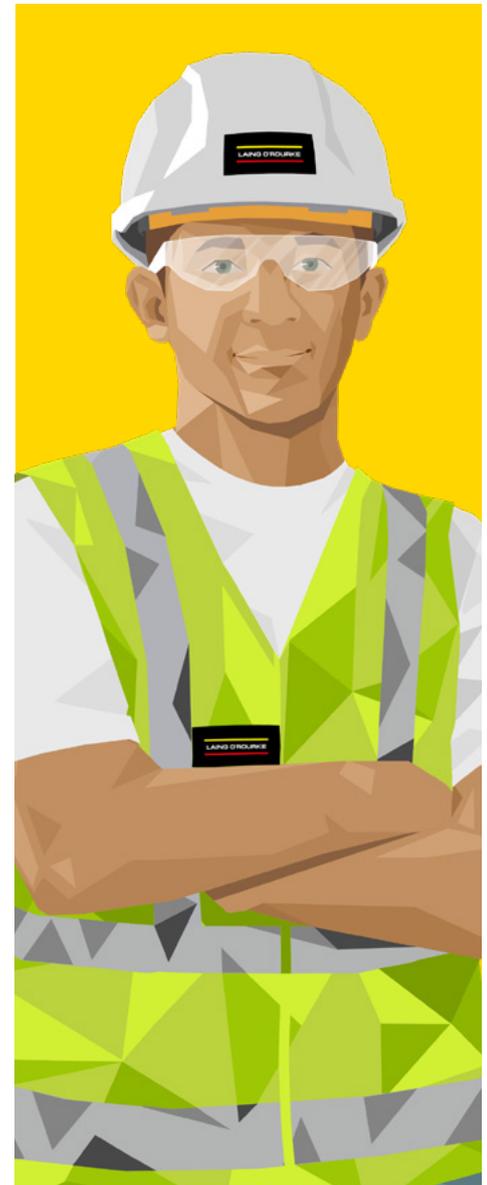
WORK EXPERIENCE

IN EDUCATION

Our work experience placements offer a valuable insight into the world of work within an exciting construction and engineering environment. We offer various unpaid, structured work experience opportunities across the country ranging in duration from a one-day visit (insight day) to a week placement (project and/or corporate work experience).

ENTRY REQUIREMENTS

Due to health and safety regulations, we can offer work experience from ages 14+.



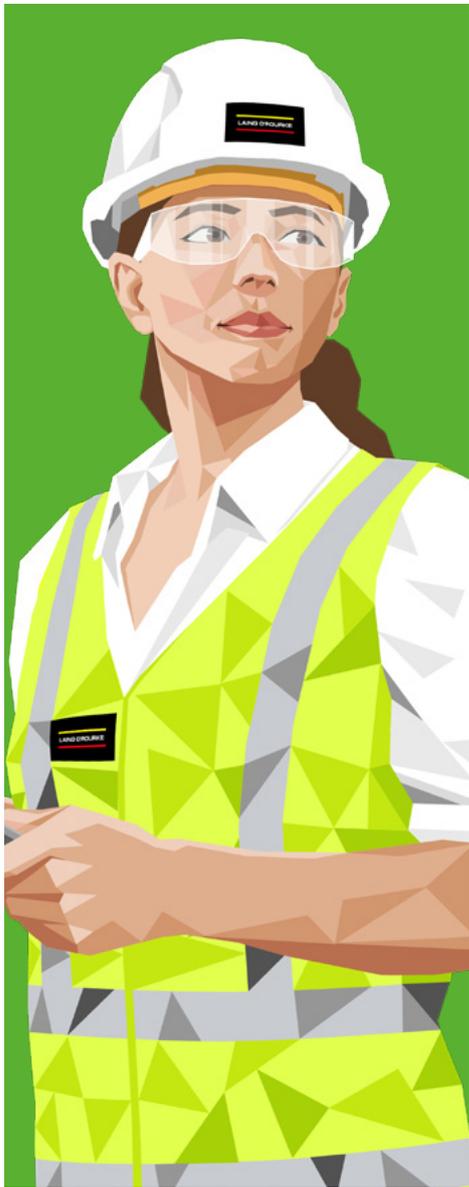
TRADE AND TECHNICAL APPRENTICESHIPS

AFTER GCSES

Shaped over academic years, the programme begins with a detailed induction into the business and will range between two and four years, depending on the apprenticeship route you choose. It will also include bespoke development modules.

ENTRY REQUIREMENTS

Ideally 3 GCSE's (preferably grades A-C) or have a minimum of six months work experience within the construction industry.



PROFESSIONAL APPRENTICESHIPS

AFTER A-LEVELS

The programme is designed to bring out the best in you and push you to your full potential through a combination of practical experience, technical learning and professional development. You will enjoy strong support from line managers, a mentor and a large peer group network.

ENTRY REQUIREMENTS

5 GCSEs - preferably grades 7-4 in Maths, English and Science
3 A-levels or BTEC or Equivalent.

SUMMER & INDUSTRIAL PLACEMENTS

AT UNIVERSITY

A core six-week programme has been designed for you to get the most value from the Summer Placement Scheme. These sessions will complement your practical experience on site.

ENTRY REQUIREMENTS

On target to achieve a 1st or 2:1 degree classification.

GRADUATE DEVELOPMENT PROGRAMME

AFTER UNIVERSITY

Diverse on-the-job experience will be complemented by an engaging series of learning modules, helping you to build the right blend of personal and professional skills. You will be mentored by experienced leaders and enjoy strong support from line managers and a large peer group network.

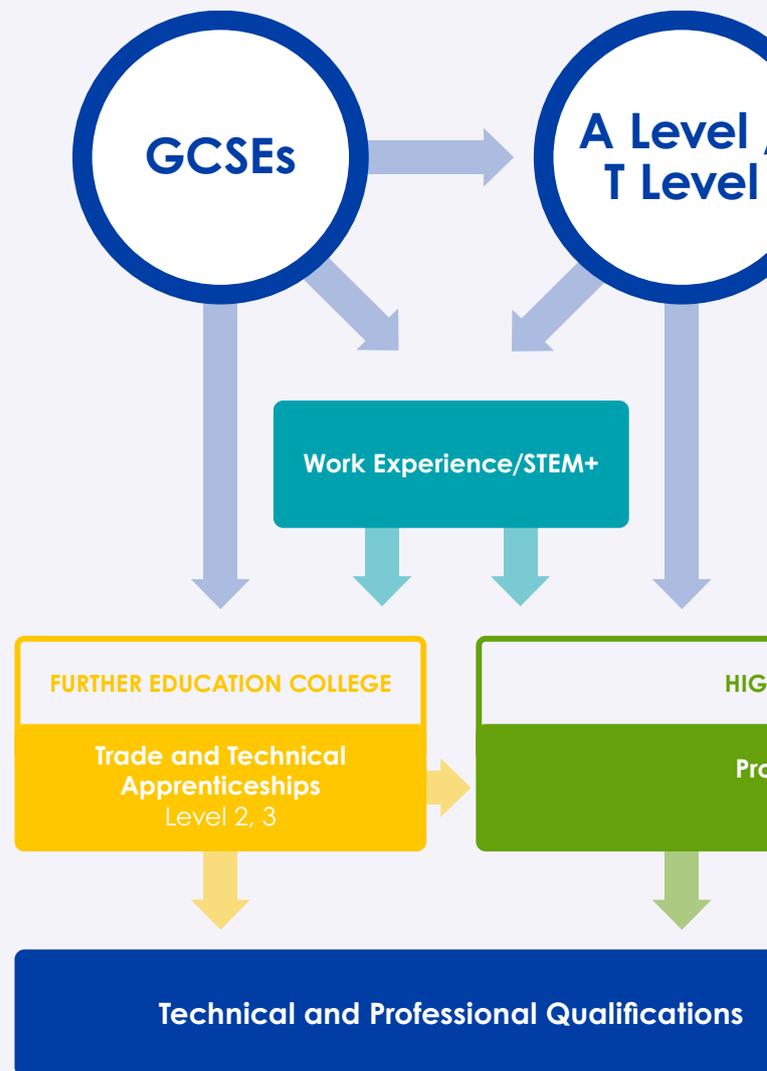
ENTRY REQUIREMENTS

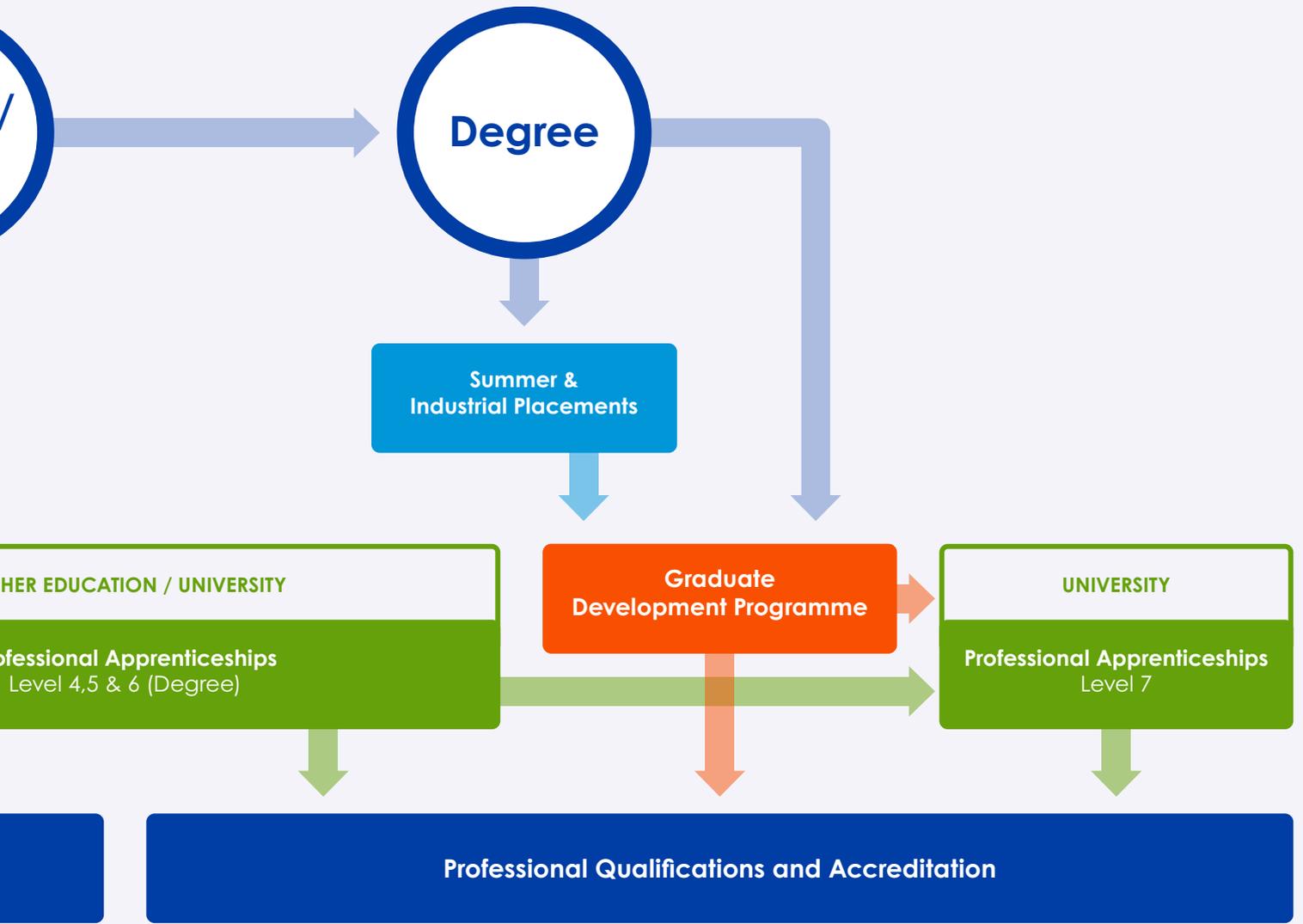
2:1 or higher degree course.

START YOUR JOURNEY

Your development can begin at any point, after GCSEs, after A Levels, during and after university.

Whatever programme you join, there's an opportunity for continuous learning. You will be supported to build the right skills and experience, and gain the relevant qualifications and even professional accreditations.





EXPERIENCE LIFE AT LAING O'ROURKE

Providing opportunities to experience life at Laing O'Rourke is a fundamental part of our business.

WORK EXPERIENCE

A work experience placement with Laing O'Rourke typically lasts one week and is focused towards those who have an interest in civil engineering, construction, manufacturing as well as corporate services, such as finance, people (human resources), corporate affairs, legal or information technology.

Laing O'Rourke also offer insight days which provides students with an introduction to the world of work. During the course of the insight day an overview of the company will be provided, along with networking opportunities and employability sessions.

Due to our health and safety policy we do not offer work experience for those under 14 years old. If you are between 14 -16 years, you can complete your work experience within a Laing O'Rourke regional or project office, however, you will not be allowed onto one of our construction sites. For those 16 and over, you can undertake work experience at one of our construction sites, or at one of our depots or manufacturing facilities (along with our regional or project offices).

SUMMER & INDUSTRIAL PLACEMENTS

Our Summer Placement scheme offers undergraduates a 6-12 week placement for those who are passionate about achieving their career ambitions in the built environment. Perform well enough and you may get the chance to join our Graduate Development Programme.

Your Summer Placement will give you an insight into our business. You will get hands-on experience of working on one of our construction sites, along with structured training, group activities, guidance and support which will also benefit your university education.

We are looking for exceptional and focused undergraduates who are looking to specialise in civil engineering or quantity surveying. We particularly encourage first-year students to apply in order to maximise the number of work placements you can complete before graduation.

Students who complete a successful Summer/Industrial placement will be automatically put forward for our Graduate Development Programme. This means you will not need to apply nor go through the assessment centre process.



DEVELOP AS YOU MEAN TO GO ON

There are three exceptional development programmes at Laing O'Rourke.

TRADE AND TECHNICAL APPRENTICESHIPS

The Trade and Technical Apprenticeship Programme provides you with a formal college education, leading to a Level 2 and/or 3 apprenticeship standard in your chosen area of speciality. Over the course of two or four years (depending on the specific apprenticeship), you will gain a broad set of technical skills through on-the-job training, supported by our qualified and experienced workforce and construction professionals. A dedicated mentor and approved training provider will work closely with you, providing regular feedback on your progress towards completing your apprenticeship.

PROFESSIONAL APPRENTICESHIPS

Our Professional Apprenticeship Programme has been developed to ensure you are supported every step of your apprenticeship journey, combining work-based experience with off-the-job training. Our programme will provide a fully funded day or block release Level 4 (HNC) and/or Level 6 (degree) apprenticeship in your area of speciality, while working with us full-time. It will include a series of bespoke development modules, and technical training opportunities, aimed to support you at key stages of your apprenticeship journey. Combine that with real project work, and you will be building your skills and experience to achieve an exceptional professional accreditation.

GRADUATE DEVELOPMENT

Our Graduate Development Programme is designed to embrace and develop your capabilities. Most importantly, you will be encouraged to continue learning throughout your career. So many of our graduates have gone on to achieve leadership positions within the organisation, and we will give you all the support and challenge to maximise your potential and become a leading professional in the industry. Our programme will give you the practical experience, technical learning and professional development whilst being part of some of the most exciting construction and infrastructure projects in the UK.

IN THEIR OWN WORDS

Hear from current graduates and apprentices about their own experience working with Laing O'Rourke. Full case studies can be found on the website.



SHAHNAWAZ,
TRAINEE QUANTITY
SURVEYOR

"It is a great feeling being a part of an industry leading company. Laing O'Rourke gives me the support and training I need to carve out my own career path in a diverse, professional community. Everyone here is happy to lend a hand and work with you to succeed."



DARCY,
ASSISTANT
QUANTITY SURVEYOR

"This apprenticeship was the perfect fit for me, as I was ready to start my professional career but still keen to further my education. I love being a part of large scale projects, and seeing the whole process from the initial tender phase to construction."



REECE,
TRAINEE BUILDING
SERVICES ENGINEER

"Joining the degree apprenticeship scheme programme at Laing O'Rourke has given me the insight into the construction industry that I needed to find the right specialisation for me. The hands-on training combined with the continued study means I am getting the best education and am confident in my work."



SHADE,
GRADUATE
ACCOUNTANT

"I had been applying to other companies but found Laing O'Rourke's approach to recruitment refreshing. Their questions were more about getting to know me, my skills and experience which proved to me their investment in staff and work culture."



JACK,
SITE
ENGINEER

"The dynamic workplace was one of the reasons why I chose Laing O'Rourke. It's a great feeling working in a collaborative environment on the largest and most challenging construction projects. It's a bit surreal knowing that my projects will not only shape cities, but also benefit millions of people every day."



IBRAHIM,
TECHNICIAN
ENGINEER

"The learning starts on day one. I feel that working while studying has been to my advantage because Physics and Maths tell you how things should work, but the real world is different and you have to be creative and adaptable to work out the best solution."



LIN,
ASSISTANT
PROJECT MANAGER

"I think that Laing O'Rourke has done a good job creating an inclusive culture by bringing in the necessary measures to consistently improve industry standards. It's important that our workforce reflects the diverse nature of the wider community, as this will give us greater awareness of how construction can work better to serve our society's needs."



JACK,
ASSISTANT
QUANTITY SURVEYOR

"My first placement at Laing O'Rourke was a Summer Industrial Placement. After completing it I kept in touch until a position was identified for me before I graduated meaning I could concentrate on my studies confident that I was prepared for the next step."



RAHIM,
TRAINEE
PLANNER

"I feel privileged to be a part of the planning team on the HS2 project. I have learned a lot! Although starting a new job can be a bit daunting, collaboration and diversity are at the heart of Laing O'Rourke's operations, and this inclusivity helps us innovate as a team and deliver the best results."

APPLYING WITH CONFIDENCE

THE PROCESS

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.

Everyone applying for our Development Programmes 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. CV SCREENING

Your application will be reviewed against the requirements for the role you have applied for.

3. ONLINE TESTING

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

4. VIDEO INTERVIEW

If you do well at the online test, you will be invited to a pre-recorded video interview.

5. 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.*

6. OFFER OF EMPLOYMENT

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

7. ONBOARDING

All offers are subject to successful candidates completing the necessary onboarding paperwork and completing a health & safety touchscreen test (CSCS).

*If we find ourselves in a lockdown situation during this time, we will move to online assessment.

APPLY

From September for Graduates and Placement Students.

From December for Professional Apprenticeships.

Technical Apprenticeships are normally advertised from the Spring onwards.





100 MOUNT ST

Laing O'Rourke's head office in Sydney, Australia



THE POWER OF EXPERIENCE

LAINGOROURKE.COM

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/careers