



Graduate Brochure

United Kingdom

We design for delivery

Robert Bird Group is committed to continue to be a leader in the engineering services we offer, to meet the key challenges of the future.

 **Robert Bird Group**
an  company

Get to Know Us

We are specialists in a world of generalists

At Robert Bird Group, we're passionate about shaping a better world through **engineering excellence**.

We're a global team of over 700 specialists, working across structural, civil, geotechnical, construction engineering and virtual design & construction (VDC). From the world's tallest towers to iconic football stadiums, we deliver innovative solutions to world-class projects across five continents.

As part of **SJ Group**, a global network of built environment specialists, we benefit from the strength and reach of a 16,000-strong collective, while maintaining the agility and culture of a close-knit team.

But what really sets us apart is how we work – with integrity, agility and collaboration at our core. We back our people to grow, push boundaries and make a real impact, from day one.

Are you ready to join our **Relentless Pursuit of Engineering Excellence**?





Design Your Future: Our Graduate Programme

Explore. Discover. Specialise.

We believe great engineers are made through real-world experience. That's why we've built a graduate programme that gives you the tools, exposure and guidance to **thrive** from day one.

Our UK Graduate Programme runs over two years and is designed to help you grow into a well-rounded engineer, equipped to make a **real impact**. You'll get a hands-on introduction to consulting engineering, where you'll contribute to major projects, collaborate with industry leaders, and take meaningful steps towards your professional goals.

What makes our programme stand out is its **flexibility** – the rotational structure offers real depth and breadth.

You'll spend your first year in a core team, building strong technical foundations within Structural, Civil, Geotechnical or Construction Engineering. In your second year, you'll undertake two six-month rotations in teams of your choice, giving you the **freedom** to explore specialisms, challenge yourself, and discover where your strengths lie.

Engineering Icons

Your skills could define skylines

From heritage landmarks to complex over-site developments and world-leading stadiums, our engineers help bring some of the most ambitious projects on the planet to life. These are the kinds of projects you could be part of.

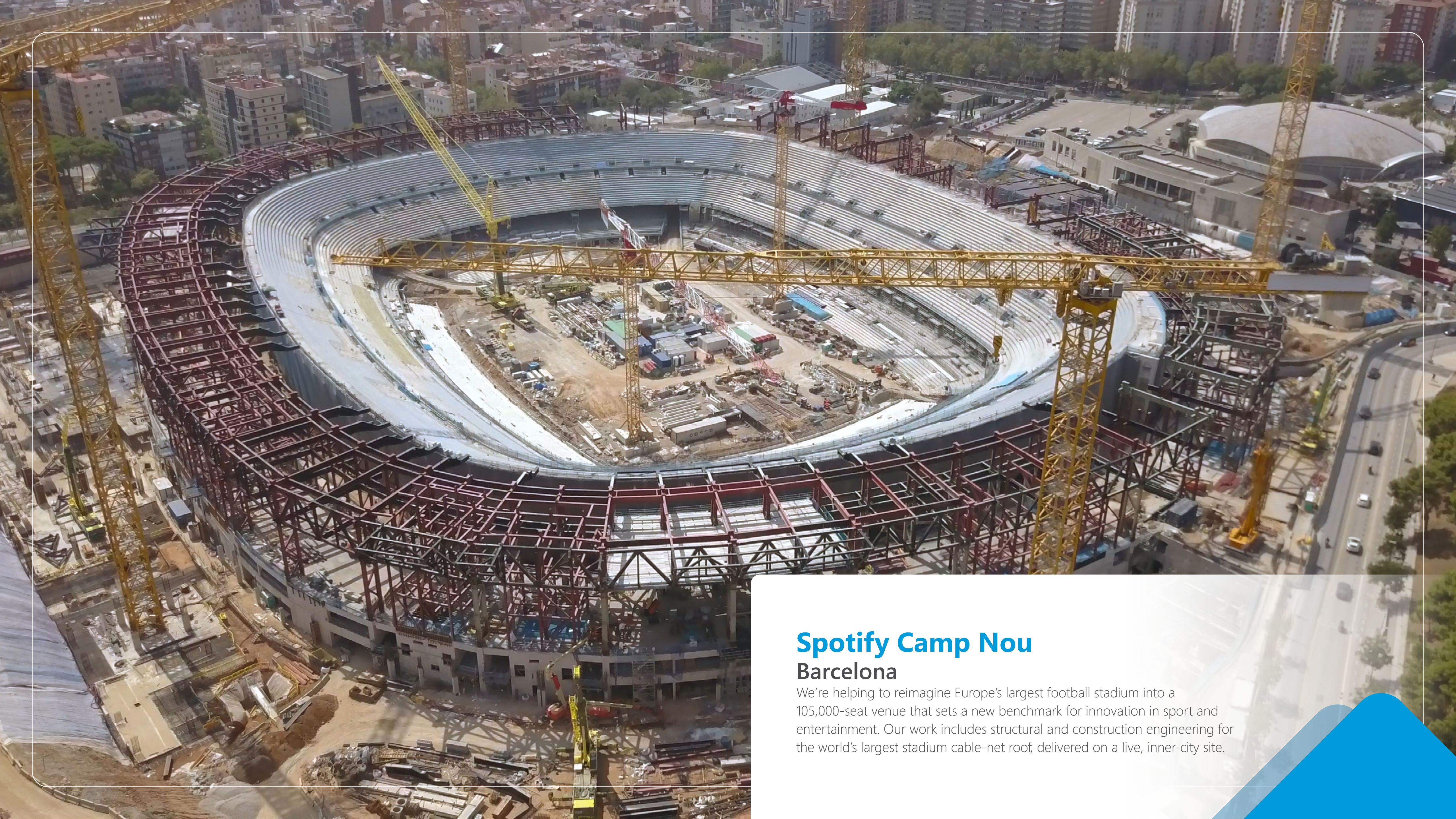
21 Moorfields London

Built directly above Moorgate Station without disrupting services below, this award-winning commercial development demonstrates engineering precision in one of the most constrained sites in London. We led the oversight construction strategy, including mega-arches, deep pile foundations and an integrated erection methodology.



Battersea Power Station London

A bold transformation of a Grade II* listed icon into a mixed-use precinct and new UK headquarters for Apple. Our work involved complex temporary works and steel interventions within the existing fabric, requiring seamless coordination and a deep understanding of adaptive reuse in heritage structures.



Spotify Camp Nou Barcelona

We're helping to reimagine Europe's largest football stadium into a 105,000-seat venue that sets a new benchmark for innovation in sport and entertainment. Our work includes structural and construction engineering for the world's largest stadium cable-net roof, delivered on a live, inner-city site.



How We'll Support You

Structured support every step of the way

From the moment you join us, you'll have a dedicated support network and a roadmap to success.

What to expect:

- A warm welcome through a face-to-face induction programme
- A dedicated mentor and local buddy to help you settle in
- A personalised development plan tailored to your goals
- Regular check-ins with your manager and structured mentoring sessions
- Funded membership to your chosen professional institution
- Active support on your path to Chartership
- A close-knit graduate cohort with regular social event
- CPD opportunities and peer sessions
- Exposure to site visits, client meetings and internal initiatives
- Tools to track your development and celebrate your achievements



Spirit of Excellence Graduate Roadmap

A structured path to success

YEAR 1

Your first year is about building confidence and capability within a core team, while forming connections across the business.



Start of October 2025

First week

Induction
Presentation
Feedback survey
Buddy allocation and lunch



End of October 2025

First month

Health and safety training
Goal and development setting



April 2026

6 months in

6 month probation review
Goals and development review
Salary review
Feedback survey



October 2026

12 months in

First rotation (optional)
Graduate evaluation
Salary review
Feedback survey

YEAR 2

With your foundations in place, your second year focuses on broadening your experience and deepening your expertise through tailored team rotations.



December 2026

14 months in

Performance Development Review (PDR)



February 2027

16 months in

Goal setting



April 2027

18 months in

Second rotation (optional)
Promotion to Design Engineer
Graduate evaluation
Salary review
Feedback survey



June 2027

20 months in

Performance Development Review (PDR)



October 2027

24 months in, completed

Third rotation (optional)
Graduate evaluation if rotating
If promotion was received in April, no further salary review
Feedback survey
Graduate ceremony and celebration

Key Achievements

- Understand the full project life cycle, from concept to delivery
- Learn how engineering meets business, gaining insight into project costs, fee negotiations, and client relationships
- Build your relationship management skills
- Contribute to high-profile and real-world projects
- Accelerate your journey to chartered CEng status, with support and mentorship
- Progress into the role of Design Engineer, taking on real responsibility in shaping your future as an Engineer

Key Milestones

- Visiting and learning on site
- Networking with internal and external clients
- Pathway to Chartership
- Pathway to CPD Training
- Maximise graduate exposure / Maximise graduate exposure and experience in projects'
- Line manager one to one's and continuous constructive feedback
- Exposure to other areas of the business across the graduate journey
- 24 month training and development programme (see next page)

Rotations

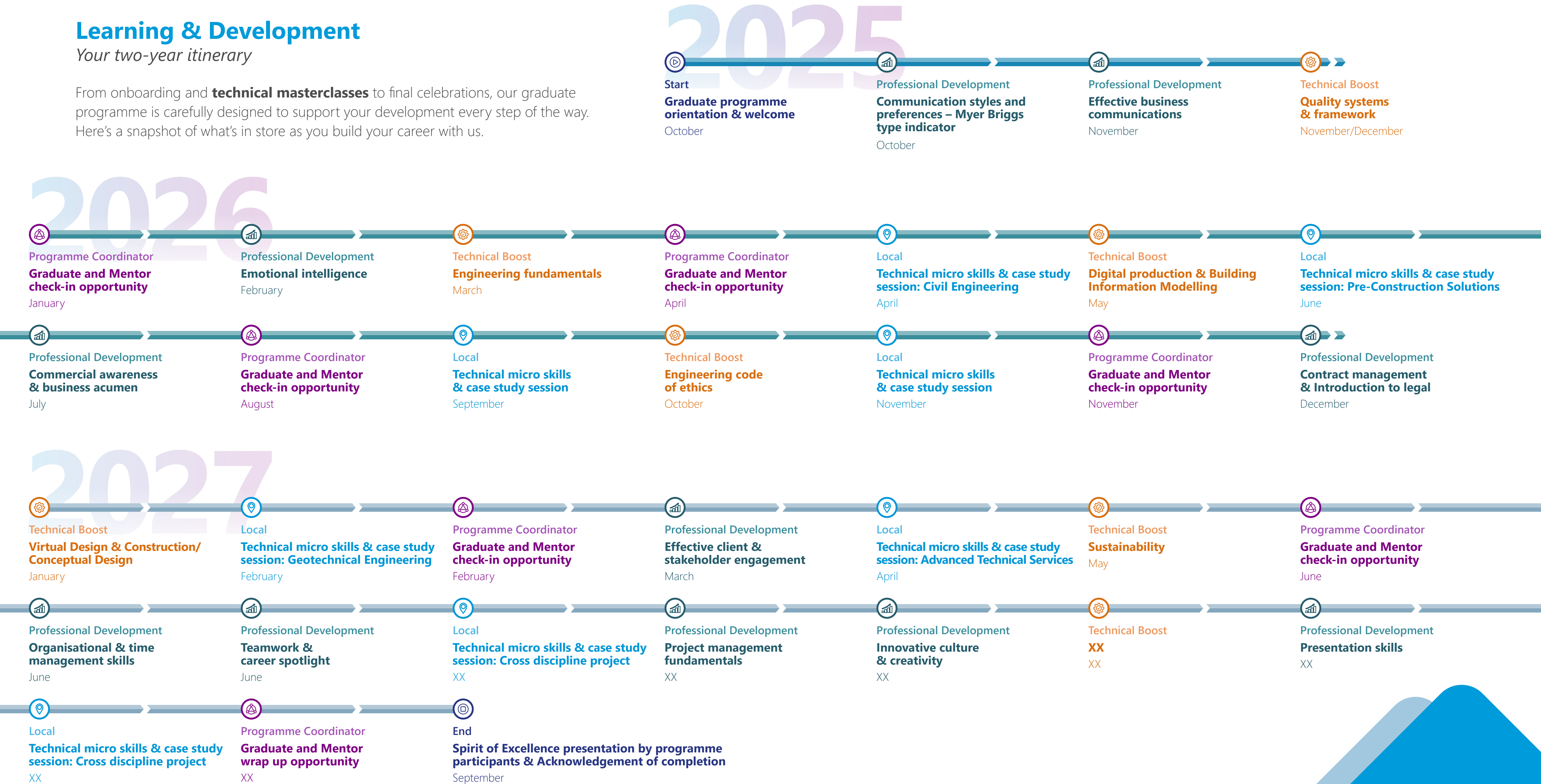
Rotation (top three preferred teams chosen by you) is optional for successful completion of the Graduate Programme. This is to enhance your exposure experience to best choose your own career path.

*Salary review increment and promotion is subject to performance

Learning & Development

Your two-year itinerary

From onboarding and **technical masterclasses** to final celebrations, our graduate programme is carefully designed to support your development every step of the way. Here's a snapshot of what's in store as you build your career with us.





Who We're Looking For

Unique challenges require unique minds

We're looking for ambitious final-year students and recent graduates with a degree in civil, structural, geotechnical or construction engineering – people who are curious, collaborative and ready to take on real-world challenges in **design and consulting engineering**.

At Robert Bird Group, we value more than just technical talent – we're after sharp thinkers, strong communicators and team players who are excited by the idea of shaping the built environment of the future.

If you're someone who thrives on learning, solving problems and making an impact, we want to hear from you.

You'll stand out if you:

- Have strong technical, analytical and numerical skills
- Enjoy working in teams and contributing to shared goals
- Are open to exploring different disciplines before specialising
- Think creatively and stay flexible when challenges arise
- Communicate clearly and confidently
- Are driven to grow, develop and keep learning

Graduate Voices

Hear from the grads making a real impact

Work should be rewarding. That means feeling supported, challenged, included and inspired. But don't just take our word for it...

The graduate programme has offered me incredible opportunities to develop my skills and contribute to meaningful projects. I've been working on Hinkley Point C, designing prefabricated reinforcement cages that significantly reduce installation time and cost – something I'm really proud of.



The supportive culture, structured training and chance to rotate across teams have all helped me grow professionally. Outside of work, there are fantastic social events like team socials, the winter party, project get-togethers and sports, making it easy to connect and have fun with colleagues.

– Letian Chen, Graduate Engineer



Robert Bird Group's graduate programme has been an amazing experience, offering insights into various Civil Engineering sub-disciplines and exceptional learning opportunities. The investment in graduates, including courses like Python coding and Computational Design, is remarkable. Overall, Robert Bird Group stands out as more than just an engineering consultancy; it places a strong emphasis on developing and retaining talent.

– Zhi Khai Er, Graduate Engineer



Outside of project work, you'll be part of a **vibrant** graduate **community**, with site visits, socials, CPD events, and **opportunities** to get involved in internal initiatives that matter – from **wellbeing** to sustainability.

The Robert Bird Group graduate programme has provided fantastic opportunities to develop as an engineer. I particularly enjoyed Project Vista, where I designed a tower crane foundation and steel grillages coordinating with technicians to deliver clear construction drawings. The structured three-rotation programme allows us to explore what truly interests us within civil engineering. I also really enjoy the civil team's culture — the informal coffee catchups where we chat about life outside of work make the workplace supportive and enjoyable.

– **Sim Jun Kang, Graduate Engineer**



The Application Process

A step-by-step guide

1. Online Application

Find the role that suits you best and complete our short application form. Make sure your CV is tailored to the position and tell us what excites you about engineering and joining Robert Bird Group. We recommend taking a focused, quality-over-quantity approach.

2. Assessment & Review

If your application meets our initial criteria, you'll be invited to attend an in-person assessment day. This includes a range of activities such as group exercises, written tasks and an introduction to our business.

3. Interview

Shortlisted candidates will be invited to interview with members of our team. This may include technical or hypothetical questions, as well as a brief task or discussion to understand how you approach real-world challenges.

4. Offer

Within around 10 working days of the final interview, we'll let you know the outcome. If you're successful, we'll guide you through the next steps as you get ready to start your career with Robert Bird Group.



Your Benefits Package

Curated to help you thrive

Your career should be rewarding, not just professionally, but through meaningful support for your wellbeing, lifestyle and future. Our benefits package is designed to help you feel your best, inside and outside of work.

Here's what you can look forward to as part of our team:

- Life Assurance
- Private Medical Insurance
- Employee Assistance Programme (EAP)
- Pension
- Purchase/Selling Annual Leave
- Professional Membership/Development
- Birthday Leave
- SJ Academy
- Employee Spotters Scheme
- Myndup
- Quarterly Awards and Recognition
- SJ Annual Award Opportunities
- Parental Leave
- Long Service Awards
- Eye care Expenses
- Gym Discounts
- Cycle2Work Scheme
- Retail Discounts
- Offer family friendly leave.
- Salary increase upon receiving Chartered status



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