

OPPORTUNITIES AT MACE

2023 - 2024



ABOUT US

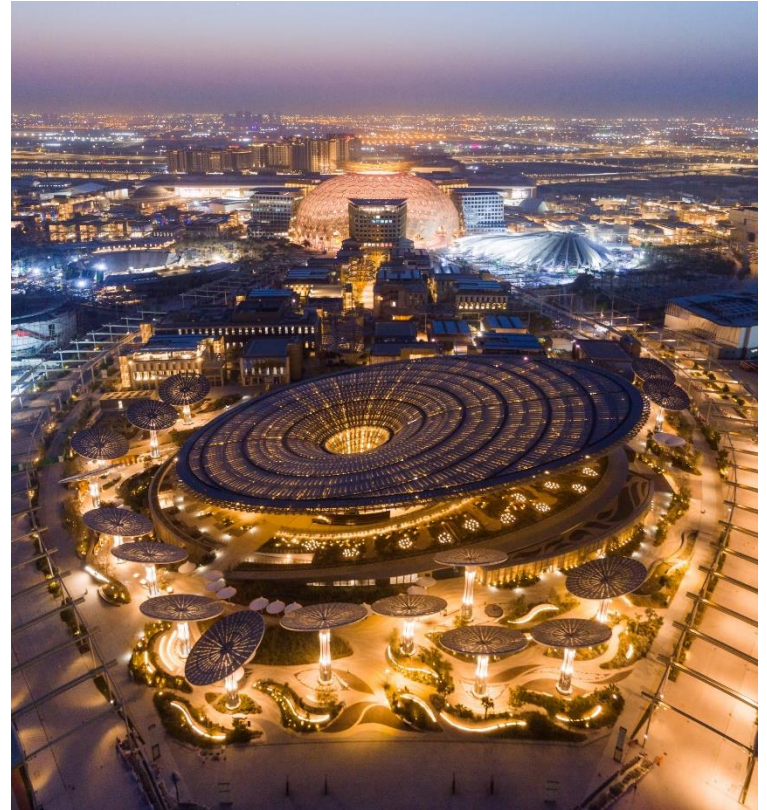


OUR STORY

At Mace, we are global experts in shaping the built environment – leading the way to a more connected, resilient and sustainable world. From development and consultancy, to construction and operations, we connect expertise across the entire property lifecycle to help our clients, people, communities and society achieve more than they believe is possible.

The driving force behind our success is our people who, with their collective expertise, push us to think differently and bravely lead the way. Our culture respects equality, values diversity and encourages individuality – accepting and appreciating all views and beliefs and providing an environment for ideas to come alive.

Together, we find a way to unleash the potential within every place, project and person – inspiring the stories that shape our lives and change our world. Because the ambitions we chase today will build the world we live in tomorrow.



OUR
PURPOSE

TO REDEFINE THE
BOUNDARIES OF AMBITION



OUR PRIORITIES

PURSUE A SUSTAINABLE WORLD

ACCELERATE THE
BUILT ENVIRONMENT'S
RESPONSE TO THE
CLIMATE EMERGENCY

DELIVER DISTINCTIVE VALUE

SERVICE EXCELLENCE,
INNOVATION
AND INDUSTRY
TRANSFORMATION

GROW TOGETHER

ENGAGE, DEVELOP AND
INSPIRE OUR PEOPLE,
CLIENTS, PARTNERS AND
COMMUNITIES

| TO REDEFINE THE BOUNDARIES OF AMBITION |

OUR CULTURE



OUR VALUES – WHAT WE BELIEVE

Safety first

going home safe and well

Create opportunity

for our people to excel

Client focus

deliver on our promise

Integrity

always do the right thing



OUR BEHAVIOURS – HOW WE ACT



WE ARE
COLLABORATORS

WE ARE
CONTRIBUTORS

WE ARE
CURIOUS

WE ARE
CHAMPIONS

OUR SERVICES

Consult

Programme, Project
& Construction
Management

PMO & Planning

Cost & Commercial

Business Advisory

Construct

Contracting

Construction
management

Fit out

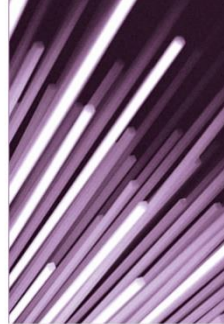
Specialist services

OUR MARKETS



Cities and places

- Corporate real estate
- Commercial property
- Education
- Residential & regeneration
- Justice & bluelight
- Integrated resorts
- Hotels & hospitality
- Arts & culture
- Global events
- Sports
- Retail



Mobility

- Highways
- Aviation
- Rail
- Ports



Resilience

- Energy (nuclear & renewables)
- Utilities
- Environment



Technology & manufacturing

- Industrial
- Manufacturing
- Data centres



Health & life sciences

- Health & social care
- Life sciences & pharmaceutical



Defence & national security

- Defence
- Security & resilience
- Space

OUR PERFORMANCE

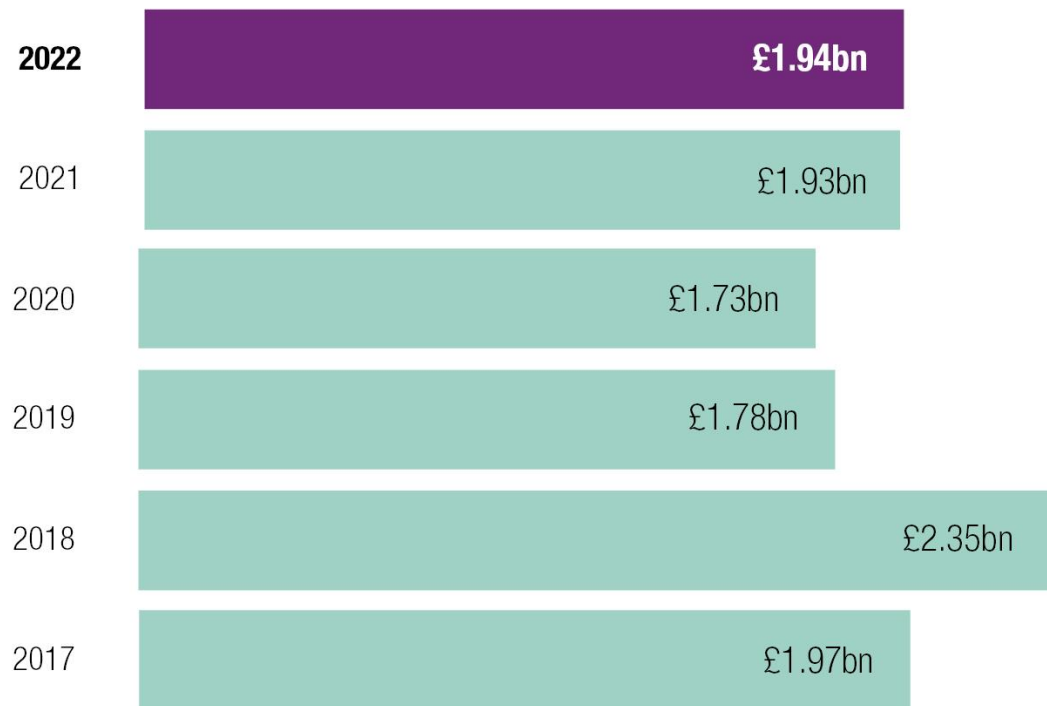
Total Group turnover

£1.94bn

Group operating profit before exceptional items

£45.4m

Revenue per year



OUR PEOPLE – NOW OVER 8,000

Global
Headcount

7,271



OUR EMPLOYEE
RESOURCE GROUPS



OUR AWARDS, MEMBERSHIPS AND ACHIEVEMENTS

TOP 100 Apprenticeship Employers

Ranked 20th
RateMyApprenticeship Awards 2023-2024



TOP 100 Undergraduate Student Employers

Ranked 98th
RateMyPlacement Awards 2023-2024



Highly Commended Best School Leaver and/or Apprenticeship Development Programme

ISE Awards 2023

Disability Confident Employer

Level 2

Ranked 37th in Stonewall Workplace Equality Index

2022

SIGNATORY Care Leaver Covenant

Ranked 56th in Social Mobility Employer Index

2023

MEMBER Hidden Disabilities Sunflower scheme

SIGNATORY Race at Work Charter

The Prince's Responsible
Business Network

£682m Value to society contributed

2022

Multiple Awards At the Royal Society for the Prevention of Accidents (RoSPA)

2021, 2022, 2023



OUR PROJECTS – CITIES & PLACES – SPORTS, RETAIL, COMMERCIAL

LIMA 2019 PANAMERICAN GAMES, LIMA, PERU



THE SHARD, LONDON, UK



TOTTENHAM HOTSPUR FC STADIUM, LONDON, UK



PORCHE, ATLANTA, US



LONDON 2012 OLYMPICS & LEGACY, UK



TIFFANY & CO, US & GLOBAL



OUR PROJECTS – CITIES & PLACES – ARTS & CULTURE

THE BRITISH MUSEUM, LONDON, UK



TATE MODERN, LONDON, UK



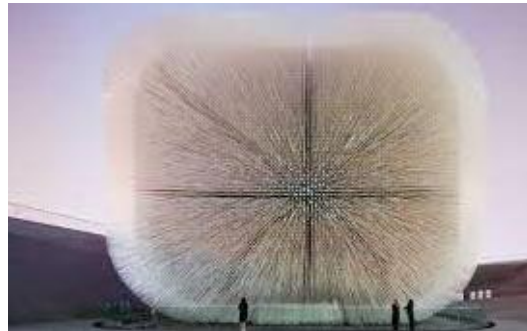
ROYAL SHAKESPEARE THEATRE, STRATFORD, UK



EXPO 2020, DUBAI, UAE



SEED CATHEDRAL, WORLD EXPO 2010, CHINA



ZEITZ MOCAA, CAPE TOWN, SOUTH AFRICA



OUR PROJECTS – MOBILITY – RAIL, HIGHWAYS, AVIATION

METROLINX GO EXPANSION, TORONTO, CANADA



IFS CLOUD CABLE CAR, LONDON, UK



HEATHROW AIRPORT, LONDON, UK



BIRMINGHAM NEW STREET, UK



HAMAD INTERNATIONAL AIRPORT, QATAR



KEFLAVÍK INTERNATIONAL AIRPORT, ICELAND



OUR PROGRAMMES



 **mace**

APPRENTICESHIPS

- School and college leavers
- Four years (plus an extra year of study if degree-level)
- Starts early September
- Level 3 to Level 6 (degree-level) academic qualification
- Professional membership with industry bodies, and support in obtaining a professional qualification (dependent on your role)

Programme requirements:

- Five GCSEs grade 4/C or above including Maths and English (or equivalent qualifications)
- 96 UCAS points (some programmes may require a higher number of UCAS points depending on the role you're applying for)
- Additional requirements may vary depending on the role you are applying for – for some roles, you may need GCSEs or A Levels in a particular subject area.

TYPICAL APPRENTICESHIPS WE OFFER

Role	Qualification	Entry requirements (in addition to 5 GCSEs 4/C, including Maths & English)
Bidding	L3 Bid and Proposal Co-ordinator	96 UCAS points
Building Information Modelling (BIM)	L3 Digital Engineering Technician	96 UCAS points
Building Surveying	L6 Chartered Surveyor (Building Surveying)	96 UCAS points
Civil Engineering	L6 Civil Engineer (BEng Civil Engineering degree)	96 UCAS points, including A Level Maths at grade C
Construction Management	L4 Construction Site Supervisor (HNC in Construction)	96 UCAS points
Design Management	L4 Construction Design and Build Technician (HNC in Construction)	96 UCAS points
Health, Safety, and Wellbeing	L3 Health, Safety & Environment Technician (NEBOSH General Certificate)	96 UCAS points
Mechanical, Electrical and Public Health (MEP) Engineering	L4 Building Services Engineering Senior Technician (HNC in Building Services Engineering)	96 UCAS points
Planning	L4 Construction Site Supervisor (HNC in Construction)	96 UCAS points
Project Controls	L6 Project Controls Professional (BSc Hons Project Controls degree)	96 UCAS points
Project Management Consultancy	L6 Chartered Surveyor (BSc Hons Construction Management degree)	96 UCAS points
Sustainability	L6 Environmental Practitioner (BSc Hons Environmental Practitioner degree)	96 UCAS points
Quantity Surveying (Commercial Management / Cost Consultancy)	L6 Chartered Surveyor (BSc Hons Quantity Surveying degree)	96 UCAS points

WHAT YOU'LL GET ON OUR PROGRAMMES

One-to-one support

From line managers, mentors and buddies to our industry professionals and Emerging Talent team, you will receive one-to-one support and training to help you settle into the business.

Networking opportunities

We facilitate networking opportunities for you to meet and engage with peers and senior management.

Structured training programmes

A range of interactive training sessions (behavioural and technical skills) delivered through a blended approach of online and face-to-face development sessions throughout the programme.

Support with professional membership and industry bodies

We support a wide variety of professional accreditations, including: CIOB, ICE, RICS, APM, IChemE, IMechE and others.

Exposure

Opportunities to work in challenging and rewarding environments.

Access to wider initiatives

Volunteering and fundraising opportunities which provide space to grow your network, have an influence and develop skills outside of your day-to-day role.

RECRUITMENT PROCESS

SEPTEMBER

Applications open for the following year.

01

Application Form

You'll start your candidate journey with Mace by answering a few questions on our online application form. Here, we'll be able to learn all about you, and why you want to join Mace.

01

02

02

Video Interview

You'll be invited to complete a pre-recorded video interview, which will give you the opportunity to showcase your unique strengths and ambitions. You can complete this at a time and place that suits you.

03

OCTOBER - MARCH

Most assessment centres take place.

03

Assessment Centre

The final stage of the application process is the perfect opportunity for Mace to understand you and your strengths. It's also an opportunity for you to learn more about Mace and the role you've applied for, so you can make an informed decision as to whether we're right for you.

Assessment Centre journey:

Individual interview – here we'll go through a series of questions with you to get to know your strengths in relation to our Mace behaviours, competencies and values.

Group exercise – as a team, you'll take part in an interactive fictional activity where we'll be looking at how you collaborate with and influence others.

Case study presentation – for this task you'll be given some data to explore, and we'll ask you to prepare a recommendation to present back to an assessor.

04

04

Offer

If you're successful after the assessment centre, the countdown can begin to start your career at Mace! Before you start, you'll be assigned a buddy contact as well as your line manager. You'll also be invited to a pre-joiner event to meet the rest of your cohort.

JUNE

Start date for **Undergraduate Placement programmes.**

SEPTEMBER

Start date for **Apprentice and Graduate programmes.**

APPLICATION INFORMATION

- To find out more and apply, visit our website at careers.macegroup.com/emerging-talent
- We recruit on a rolling basis, which means we don't have set deadlines – the earlier you apply, the stronger your chance will be
- We can only consider one application per candidate per academic year
- If additional roles for 2024 open in the coming months, you can request for your application to be transferred
- If at any point you need reasonable adjustments to be made, or if you have any questions, you can email us at emerging.talent@macegroup.com

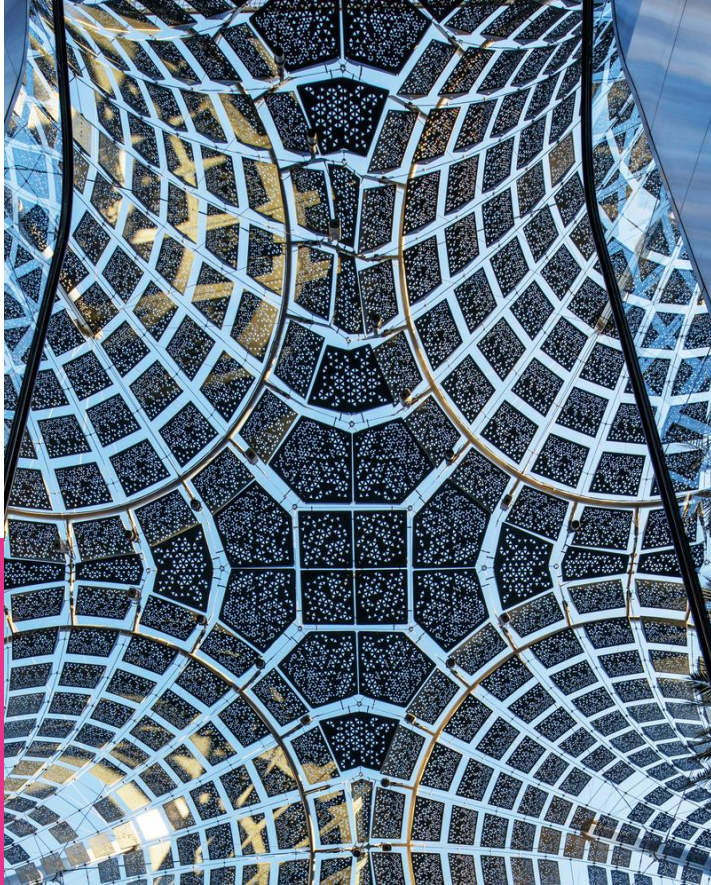
Scan the QR code to read our digital brochure!



OUR TOP TIPS FOR APPLYING

- We're looking for a strong understanding and genuine interest in a career in the built environment, at Mace, and for your chosen role
- We're also looking for people who embody the same values and behaviours as us
- Remember, first impressions count – this is the first time we're getting to know you, so it's a big opportunity to sell yourself and demonstrate your skills, knowledge and motivation
- Consider your answers fully – we want to get to know you as much as possible, and to see that you've put some thought into your application
- We're not necessarily looking for those who can 'lead a group', we're looking for driven individuals who can build relationships and collaborate with others with energy, enthusiasm, and innovation





ANY
QUESTIONS?

