



Early Career  
Opportunities

# Who do you want to be?

Apply  
Now



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# Who we are

Over 50 years, we have built our reputation on delivering every project excellently for our clients. Today, we are a world leading, international project delivery specialist firm with over **3,500** people in **Europe, Asia** and the **USA**.

We are experts in the delivery of complex projects across the life sciences, food, mission critical and advanced manufacturing sectors. Our clients are world leaders demanding cutting-edge architecture, engineering, project and construction management services.

Wherever you work with us, you will find a culture of mutual respect and openness. Being uniquely 100% employee owned, reflects our commitment to our clients and our people.

**When you join PM Group, you will work with great people who share your ambition to make a difference.**



# On the world's stage

2022 RANKED

**2nd**

**ENR**

Engineering News-Record

**PM Group**

Top 100  
Pharmaceutical Engineering Firms  
in the World

2022 RANKED

**3rd**

**ENR**

Engineering News-Record

**PM Group**

Top 100  
Food Engineering Firms  
in the World

2022 RANKED

**5th**

**ENR**

Engineering News-Record

**PM Group**

Top 100  
Data Centre Engineering Firms  
in the World

*\* ENR reports on the top design firms, both architects and engineers, and the top construction companies as well as projects in the United States and around the world.*

# Key facts

50

Years in business

150+

Positions available each year in 8 countries

1100+

Graduates completed our programme

45%

Of our graduates in 2023 were female

## Early career opportunities



### Internship Programme

Enhance your technical skills through valuable experiences by becoming a PM Group intern. Our paid internship programme provides a fantastic opportunity to sample the life and culture at PM Group. Suitable for 2<sup>nd</sup> or 3<sup>rd</sup> year students, join us and start your professional development early.

Duration: 3-4 months



### Placement Programme

An incredible opportunity for 3<sup>rd</sup> year students to gain industry knowledge before completing their final year of studies. You will enjoy leadership workshops with technical experts, working on world-class projects and a range of social events.

Duration: 9-12 months



### Graduate Programme

As a PM Group graduate, you will be empowered to unlock your full potential. Through delivering world-class projects to our highly valued clients, you will build a robust network and professional portfolio. Our programme will challenge and inspire you as you embark on your professional journey.

Duration: 2 years



# Graduate programme

**Our international programme will equip you with the skills you need to meet the opportunities ahead.**

## How does it work?

Training and development is delivered through a combination of learning initiatives. We provide on-the-job training, site assignments and exposure to cutting edge projects. We focus on technical as well as interpersonal skills. Throughout the programme, you will be supported by our committed mentors and managers.

## What skills should you have?

Long-term, trusted relationships with our clients are at the heart of our success. You will be a good communicator who understands our mission and are excited about what we do.

Innovation is our future. As an innovator, you will be forward thinking, creative and open to new challenges. You will thrive on working in collaboration to achieve successful outcomes. Our business is about constant change. We welcome problem solvers who are flexible and happy to work in challenging environments.

**We look forward to hearing from you and working together to build a sustainable future.**



# Degree matching tool

Role	Degree	Architecture	Biomedical	Building Services	Business Analytics	Business & ICT Management	Business Management	Chemical & Process	Civil Engineering	Construction Management	Data Analytics	Electrical Engineering	Environmental Health & Sustainability	Finance Management	Instrumentation	Mechanical	Physics	Quantity Surveying	Structural	Supply Chain Management
Architecture	●																			
Automation & Instrumentation														●		●				
BIM	●																			
Building Services									●		●					●				
Civil			●					●											●	
Construction Services								●	●		●					●		●	●	
Commissioning		●					●									●				
Qualification & Validation																				
Digital - Systems Analyst				●						●										
Electrical											●									
Environmental Sustainability						●						●								
Finance						●							●							
Information Systems				●						●										
Mechanical																●				
Piping																●				
Planning & Scheduling									●											●
Process							●													
Procurement																				●
Project Management		●			●		●		●							●				
Project Services		●		●				●		●									●	
Quantity Surveying																		●		
Structural								●											●	

Don't worry, while we primarily focus on recruiting in these popular areas, there are numerous other job openings that may align with your specific skills and qualifications. For more opportunities, please explore our [website](#).

# What to expect from our graduate programme

Graduate  
Programme  
Introduction

Living Safety  
in PM Group

Hello from  
the CEO

PM Group's  
Business and  
Digital Strategy

Innovation  
in Action

Corporate  
Responsibility

Mentoring  
and Coaching

Intro to  
Project  
Management

Leadership  
Skills

Career  
Development  
Boot Camp

Financial  
Awareness

Getting  
Social!





## What we offer

### Core Benefits

- Employee Ownership Scheme
- Pension & Healthcare Schemes
- Flexible Hours
- Remote Working

### Health & Wellbeing Benefits

- Remote Working Supports
- Health & Wellbeing Initiatives
- Cycle-to-Work Scheme
- 24 Support Access

### Developmental Benefits

- Employee Assistance Programme
- Chartership
- Mentoring Programme
- Education Assistance Scheme

# Application process



## Submit Online Application Form

All applicants must submit the required documents through PM Group's [online application system](#).



## Phone Screening

Applicants who meet the minimum requirements will be reviewed and short-listed for phone screening with our early careers team.



## In-Person Interview

Applicants who are successful following the phone screening interview will be invited to attend an in-person interview. During the interview, applicants will be assessed on competency, technical ability and most importantly a cultural fit.



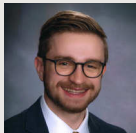
## Offer of Employment

Successful applicants will be contacted by our Early Career Team. Applicants will receive detailed feedback and if successful, a verbal offer of employment and reference checks will follow.

# Hear from our grads

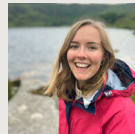
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“ Through the programme's structured courses and workshops I've been able to connect and collaborate with peers in the same role at other PM Group business units. We've worked together on multi-office projects, shared our personal experiences in the field, and grown our skills as working professionals.”



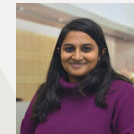
**James**  
Mechanical Engineer  
USA

“ The programme has given me the chance to learn about the pharmaceutical, life sciences and food manufacturing industries. I'm enjoying applying what I learned in university to the work environment. It has equipped me to work in a competitive company that has a great culture, great people and strong core values.”



**Julia**  
Environment and  
Sustainability Consultant  
Ireland

“ My experience with the PM Group graduate programme has been wonderful. It has been insightful and given me a broader perspective on engineering and PM Group.”



**Pooja**  
HR Graduate  
India

# Hear from our grads

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“ I’m gaining exposure to different industries and deepening my knowledge of the construction sector. PM Group has a great social atmosphere and is a warm and enthusiastic place to work.”



**Josh**  
Mechanical Engineer  
*UK*

“ The programme has given me great insight into using my strengths in the corporate world. I’ve had amazing opportunities to learn more about the principles of my discipline. I’m gaining hands-on experience working on projects for top pharmaceutical clients.”



**Sefeoluwa**  
Building Services Engineer  
*Belgium*

“ The first year of the programme exceeded my expectations! I learned a lot about different sectors within my industry. I met great people with whom I can grow and learn. Also the meetings with mentors allow me to manage my career development.”



**Daria**  
Graduate Architect  
*Poland*

# Corporate responsibility

80%

Of group electricity consumption is renewable.

66

Nationalities (up 22% on 2021).

2.8k

volunteering and probono hours

€ 340k

community fund value raised in 2022

300+

Mentors and mentees across our offices.



CarbonNeutral.com

With people at the heart of everything we do, PM Group is committed to delivering a better, safer, greener and more vibrant future. Our goal is to educate, celebrate and challenge our business practices. We encourage a culture of sustainability, inclusion and innovation.

“ Volunteering with PM Group is an amazing opportunity to work with multi-disciplinary teams, whilst also giving back to key pillars of our community such as schools, hospitals and local charities. Through being involved in a variety of projects during my graduate programme, I found using my expertise to engage the community both exciting and rewarding. ”



**Niamh**

Community Engagement Lead  
Dublin



# Graduate programme FAQ's

→ **When do applications for the 2024 graduate programme open?**  
1st September 2023.

→ **How many positions are available?**  
We have over 150 graduate positions available across our international offices.

→ **What are the minimum entry requirements for the programme?**  
Ideally, a 2:1 in a relevant degree subject plus relevant work experience, projects and internships.

→ **What does the application process involve?**  
We've made our application process as simple as possible. To apply, fill out the short application form and upload your CV.

→ **In what disciplines will I work?**  
We have roles open across multiple disciplines. Discover the disciplines that align with you by using our degree-matching tool.

→ **Does the PM Group graduate programme offer opportunities for international travel?**  
When you work with us, you will work on international projects and there will be some opportunities for international travel.

→ **When do applications close?**  
Our applications are ongoing, we recommend you apply early to avoid disappointment.

→ **Can I apply for multiple positions?**  
Yes, once you meet the relevant minimum requirements, we encourage you to apply for all the positions that interest you.

→ **I am an international student, can I still apply?**  
Yes, we encourage international students to apply. We continue to offer our graduates work sponsorship support on a case-by-case basis.

→ **Where can I learn more about PM Group's graduate programme?**  
Contact us through the contact form and follow us on Instagram - [@pmgrouplife](https://www.instagram.com/pmgrouplife) for the latest updates.

→ **What is the expected start date for PM Group's 2024 graduate programme?**  
Our graduates will start their PM Group journey in early September.

# Some of our world class projects

[Click here  
to view more  
projects](#)



### **Aviva Stadium - Ireland**

The renowned Aviva Stadium was designed in harmony with the local environment and surrounding community. It received several awards including the British Construction Industry's 'Best International Project' Award.



### **Pernod Ricard - China**

This stunning landmark whisky distillery is the first ever in China. It won the internationally recognised ENR Global Best Project Award for excellence in design.



### **Vitro - Poland**

Vitro is one of the world's top automotive glass suppliers. PM Group assisted them in building a 21,000 sq.m. manufacturing facility in Poland. PM Group provided design, procurement, project and construction management services.



### **EMD Serono - USA**

EMD Serono partnered with PM Group's architects to design and develop their new 155,000 sq. ft. mixed use office and R&D laboratory. This state-of-the-art facility received both LEED Gold and WELL Platinum certification.

# International network



**3,500 People** | **18 Offices** | **10 Countries**





# Who do you want to be?

 [Apply now](#)

[www.pmggroup-global.com](http://www.pmggroup-global.com)