

AEROSPACE, DEFENCE,
SECURITY & TECHNOLOGY

EARLY CAREERS

INSIDE ATKINSRÉALIS

Together we're making
a tangible, sustainable
difference to our world.

AtkinsRéalis is a world-leading professional services and project management organisation. We connect people, data and technology to transform the world's infrastructure and energy systems.

Together, with our industry partners and clients, and our global team of consultants, designers, engineers and project managers, we can change the world. Our corporate purpose and values drive how we deliver value to customers, how we manage resources, and how we innovate. We are proud of our inclusive, diverse and energised work environment and share an open culture founded on our values: safety, integrity, innovation, collaboration and excellence.

We deliver our expertise to the critical national infrastructure, government, national security, aerospace and defence sectors. Through a combination of engineering, consulting and digital services we help our clients succeed.

Our heritage of delivering excellence stretches back over a century, with roots tracing back to two separate companies: SNC-Lavalin and Atkins. Formed by Arthur Surveyer in 1911, over the following decades, the company transformed into SNC, continuing to grow and merging with the Canadian engineering giant Lavalin in 1991.

UK-based design, engineering, and project management company WS Atkins was acquired by SNC-Lavalin in 2017. Established in 1938 by Sir William Atkins in London, it built on its civil and structural engineering design history to deliver specialist services in planning, engineering sciences, architecture and project management. In the 1990s, Atkins acquired project and cost management consultancy Faithful+Gould, formed in 1947 by Eric Faithful and Leonard Gould which, with Atkins, joined the SNC-Lavalin Group in 2017.

In 2023, SNC-Lavalin Group rebranded to AtkinsRéalis. Today, we continue to build on our proud legacy for our global customers.

18,000 EMPLOYEES

An industry
leader for
more than **80**
YEARS

Offices across
the UK, Europe, Middle
East, North America,
and Asia Pacific





Andy Finch

Managing Director for Aerospace,
Defence, Security & Technology
(ADS&T)



At ADS&T, we have a wide range of projects and clients that will allow you to have the opportunity to showcase your skills and develop new capabilities. We are proud of what we help our clients to achieve and we want you to share in that pride. We are also passionate about developing our people, that's because we see your success as integral to the success of our business. So, that's why you will find we focus hard on learning and development and creating opportunity.

ABOUT THE AEROSPACE, DEFENCE, SECURITY & TECHNOLOGY TEAM

Few businesses give you the chance to work so close to the cutting edge.

Our Aerospace, Defence, Security & Technology (ADS&T) team provides trusted advice and expert support to organisations in mission critical industries. So, when we say you'll be making a difference, we mean your work will help keep people safe, protect our national interests, and overcome some of the biggest challenges our global community has ever faced.

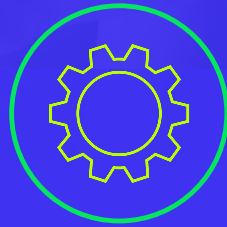


Our approach is underpinned by our ability to draw on – and effectively integrate – our capabilities in several areas, including:



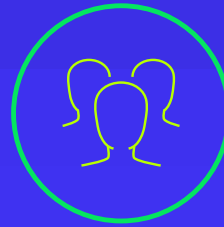
Engineering

We have a strong engineering heritage and deep technical expertise, which enable us to find innovative and sustainable solutions to our clients' challenges.



Project management

We consistently demonstrate that we have the skills and experience to deliver large, complex projects including in highly regulated and safety-critical environments.



Consulting

We're all changing the way we live and work to respond to an ever-changing environment and unforeseen events. We help our clients navigate these changes and seize the opportunities that transformation can bring.



Digital

We leverage technology to deliver the best results, measure our progress against targets, demonstrate value for money, and future-proof our client's projects.

EARLY CAREERS PROGRAMME OVERVIEW

At AtkinsRéalis, you will not only be joining an exciting and forward-thinking team of highly driven people, you will also be working on and contributing to some of the most interesting projects shaping the future of the UK. We offer a world of opportunities that will allow you to shape your career the way you want to.

Our Early Careers Programme is the ideal framework to enable you to drive your own career development. You will be supported and motivated to develop the skills and knowledge you need to progress in your early career. Our programme features signature events, core training modules, professional development, mentoring and on-the-job experience.

You will be given the independence and responsibility to drive your career, alongside a supportive structure in place to help you grow, with guidance from experienced consultants and engineers. You will work on real life projects and undertake a variety of assignments.

Our programmes embrace an amazing culture and social aspect, to allow you to network and build professional relationships which will enhance your development.

We will provide you with the foundations to maximise your full potential.

The Early Careers Practice is a diverse and friendly community. Equality, Diversity and Inclusion (ED&I) is embedded into everything we do, and we are immensely proud of our inclusive and welcoming culture. As a member of the Early Careers Practice, you will be exposed to opportunities that challenge you to develop in a supportive environment.

Alongside externally facing client work there are also opportunities to contribute to internal initiatives that directly enhance the culture here at AtkinsRéalis. From joining our groups that champion ED&I, such as 'Empower' (our gender balance network) and 'Equilibrium' (our LGBT+ network) to contributing to the management of the Early Careers Practice, internal initiatives provide opportunities to invest in what is important to you as well as our business.



Early Careers Forum

Within ADS&T we have created the Early Careers Forum (ECF) which is an inclusive community of Early Careers Professionals (ECP) who promote continuous personal and professional development through collaboration and opportunity.

The ECF aims to elevate the Early Careers (EC) experience within ADS&T by creating a sense of belonging, making it a more enjoyable and fulfilling place to work.

The ECF aims to:

- Enhance engagement within the EC community.
- Successfully implement change and improve the EC experience.
- Add value to the EC community, through the opportunity to upskill, build networks and professional relationships and develop internal capabilities.

The ECF is a unique platform supported by the business to enhance your time with us.

What you'll need

Enthusiastic, inclusive and committed, you should be curious about the world around you and always want to learn more. To really succeed in the role, you will need to demonstrate that you:

- Have a passion for working in a consultancy environment
- Embrace equality, diversity, and inclusion in everything you do
- Are curious, with a desire to work collaboratively, challenging yourself to find new solutions
- Are prepared to work across any of our core markets areas including Aerospace, Defence, Security & Critical National Infrastructure.
- Possess the enthusiasm and drive to develop your skillset and seek out development opportunities within a supportive team
- Are a forward thinker, reliable, and self-motivated
- Are UK mobile, to work across different locations on a variety of projects
- Are a lateral thinker, who can apply technical knowledge to analyse problems, create innovative solutions and make sound decisions, and isn't afraid to push boundaries
- Are not afraid to show initiative or ask for guidance when you need it
- Are customer focused and commercially aware with a strong attention to detail
- Have the motivation to achieve professional accreditation (where applicable)
- Are comfortable to embrace agile ways of working and to learn new technologies

OUR PRACTICES

Advanced Engineering, Delivery & Consultancy Practice

As part of the Advanced Engineering, Delivery & Consultancy (AEDC) Practice, you will have the opportunity to work alongside leading experts on complex systems in the aerospace, defence and UK Critical National Infrastructure markets. You will deliver enterprise level transformational change to improve asset availability and mission resilience, through the adoption of organisational structures, policy, processes, standards and guidance.

The Practice consists of six areas of expertise:

- **Mechanical Engineering** – The design and analysis of high integrity structures and systems
- **Systems Engineering** – The engineering planning, requirements capture, optioneering and acceptance of complex systems
- **Safety** – Evidence based safety and airworthiness arguments and assurance in all domains
- **Cyber Resilience** – Architecture design, assurance and risk assessments of information and operational technology
- **Sustainability** – Asset availability and sustainability from design to in-service
- **Software, Control and Electro Engineering** – Design, development, assurance and verification of embedded software, control and avionics/electronic systems

We also have two key enabling capabilities:

- **Human Factors** – Application of behavioural science to the design, safety, security and sustainability of systems
- **Training Solutions** – Training analysis and solutions for the deployment and maintenance of complex systems and in the range of engineering disciplines

Click here to find out more information
about our sub practices within AEDC





Graduate Programme

On our two-year graduate programme you will build your consultancy skills, alongside developing in your chosen technical career pathway. You will work on a variety of internal and external projects, development activities and mandated training. You will have the opportunity to progress towards chartership in your chosen field and a mentor will be assigned to support you.

As a graduate you will be part of a wider team that constantly innovates and collaborates to provide efficient solutions for our customers. You will be working within diverse, highly versatile multi-disciplinary teams, and will develop a breadth of knowledge and understanding of a range of technical topics together with experience of delivering multiple projects.

Our thriving Early Careers community will offer you focused mentoring. You will be fully empowered and supported to achieve your goals and to grow and develop in your chosen technical pathway.

Placement Programme

Our placement programme offers you an introduction to engineering and working in a consultancy. You will be given responsibility and a wide variety of opportunities both internally and externally, alongside industry exposure.

You will develop your non-technical skills – such as communication, report writing and presentation skills – alongside growing professionally in the work environment. You will work actively as part of a team and be proactive in driving your placement experience to ensure you get the most out of your time with us. You will build great relationships and network whilst being part of our placement programme.

Apprentice Programme

Our apprentice programme offers you the chance to explore where your own skills and interests lie. Through a combination of on-the-job learning and practical skills development within your chosen technical field, you'll work on projects, both internally and externally, that offer variety, collaborating with others and creating meaningful impact on the world around us. You'll work towards your professional qualification, and our framework for continuous learning and development will support you as you grow. Not only will you gain valuable 'on the job' experience and work towards professional qualifications but you'll also earn a meaningful salary from day one.

Our apprenticeship programme is designed to give you maximum exposure to different experiences. You'll get to share your thinking, test your ideas, and start focusing on the work you enjoy most, whilst supporting the technical aspects of multidisciplinary projects in a consultancy environment.

OUR PRACTICES

Advanced Engineering, Delivery & Consultancy Practice

Electro-Mechanical Engineering – Level 6 Degree Apprenticeship

Learn to solve real world problems whilst using a combination of mechanical and electrical engineering expertise.

You will attend university for on campus learning for six one-week blocks per year. You'll cover the foundations of engineering and electromechanical engineering in the first two years of the course. In the third and fourth years, you'll focus on systems design, including a group project design module, and in the final year you will be required to carry out an individual electromechanical engineering project to apply the knowledge and skills gained over the duration of the programme and create a real-life engineering solution.

During your five-year apprenticeship you will have the opportunity to work on projects in all three of our sub practice areas – Mechanical Engineering, Systems Engineering and Resilience Engineering – in order to gain a variety of skills and experience. At the end of your apprenticeship you will have the opportunity to decide the career path you would like to take, whether in Systems, Mechanical or Resilience Engineering.

Electro-Mechanical Engineering Apprenticeship



You will work in the following areas:

Systems Engineering

In the Systems Engineering team you will learn how to look at a system as whole and consider every aspect of its design from initial concept to disposal at the end of its lifecycle. The role will see you learn and use techniques such as:

- Requirements & Acceptance: Capturing needs as robust requirements and developing ways in which they can be successfully tested;
- Model Based Systems Engineering (MBSE): Developing system architectures, models and simulations to support system requirements, design, analysis and test activities;
- Integration: Understanding the interactions between systems and how they behave as a whole;
- Systems Thinking: Understanding the purpose and context of a system, how they behave and how they manage themselves.

Mechanical Engineering

In the Mechanical Engineering team you will learn about the full design lifecycle from initial design concepts, through to supporting in-service products, working across design, systems engineering and structural analysis. In this role you will:

- Collaborate with passionate and diverse minded people in multi-disciplinary teams to understand problems and develop solutions;

- Have a range of opportunities to develop your skills - from detailed analysis to client-facing, in small or large teams;
- Have opportunities to build your expertise and level of responsibility within project delivery teams.

Resilience Engineering

In the Resilience Engineering team you will be joining a team involved in a range of projects including safety in all its forms, asset management, training, human factors engineering, supply chain management, asset management and integrated product support. In this role you will explore:

Safe – Help our customers to protect, prevent and/or mitigate against the escalation of potential major accident hazards and risks.

Sustain – Help organisations meet their present needs, we do this by helping our customers implement consistent and transparent decision making with full consideration of the Profit, Planet and People values that their clients need to align with.

Secure – Help to unlock the potential of our customers organisations, and protect their operations, through the enablement of Cyber Resilience.

OUR PRACTICES

Applied Technology Practice

The Applied Technology Practice (ApT) is a centre of excellence for digital, data and technology. We help our clients design better assets that are easier to operate and maintain, with lower environmental impact; deliver complex programmes more safely, in less time and with less money; and improve the availability and reliability of assets for better customer experiences with less manual effort.

ApT brings together three key elements to support organisations' digital transformation:

- **Data Intelligence** – unlocking the value of data, so people can make better decisions
- **Technology Solutions** – implementing high quality solutions that people embrace, and
- **Digital Advantage** – helping people thrive in an operating model fit for the digital age.

Through enabling organisations to unlock the value of their data, to develop and implement high-quality technologies, and to transform their digital enterprise, we provide successful end-to-end delivery of projects and programmes.

Our deep expertise in engineering and complex programme delivery, end-to-end services for rapid delivery from concept to through life support, and open architecture and product agnostic approach to avoid vendor lock-in risks are all part of what makes us different.

As part of our Applied Technology Practice (ApT) you will have the opportunity to work on a variety of projects with leading professionals to help transform organisations.

Click here to find out more information
about our sub practices in ApT



Our Early Career Programmes in ApT

Graduate Programme

Our graduate programme is a two-year programme in which you will develop your consultancy skills, alongside developing in your chosen technical career pathway. You will work on a variety of internal and external project work, development activities and mandated training. You will have the opportunity to work towards chartership in your chosen field and a mentor will be assigned to support you.

As a graduate you will be part of a wider team that constantly innovates and collaborates to provide efficient solutions for our customers. You will be working within diverse, highly versatile multi-disciplinary teams, will develop a breadth of knowledge and understanding within a range of technical topics, and will gain experience working across a range of projects.

Our thriving Early Careers community will offer you focused mentoring. You will be fully empowered and supported to achieve your goals and to grow and develop in your chosen technical pathway.

Placement Programme

Our placement programme offers you an introduction to working in a consultancy. You will be given responsibility and a wide variety of opportunities, both internally and externally, alongside industry exposure.

You will develop your non-technical skills such as communication, report writing and presentation skills as well as developing professionally in the work environment. Working actively as part of a team, you will be proactive in driving your placement experience to ensure you get the most out of your placement with us. You will build great relationships and network whilst being part of our placement programme.

Apprentice Programme

Our apprentice programme offers you the chance to explore where your own skills and interests lie. Through a combination of on-the-job learning and practical skills development within your chosen technical field, you'll work on projects, both internally and externally, that offer variety, collaborating with others and creating meaningful impact on the world around us. You'll work towards your professional qualification and our framework for continuous learning and development will support you as you grow. Not only will you gain valuable 'on the job' experience and work towards professional qualifications but you'll also earn a meaningful salary from day one.

Our apprenticeship programme is designed to give you maximum exposure to different experiences. You'll get to share your thinking, test your ideas, and start focusing on the work you enjoy most, whilst supporting the technical aspects of multidisciplinary projects in a consultancy environment.

OUR PRACTICES

Applied Technology Practice

Digital and Technology Solutions – Level 6 Degree Apprenticeship Software Engineering Pathway

During your 3.5-year apprenticeship no two days will be the same, as you study and work with a variety of teams whilst developing the skills you need to enjoy a great future at AtkinsRéalis.

You will attend university for on campus learning for six one-week blocks per year, where you will cover a number of topics including programming, databases, networks, management and business, software engineering, maths, project management and cyber security.

As an Apprentice Software Engineer, you'll get involved in solving our clients' big challenges. You'll gain experience across the whole Software Development Lifecycle, developing, delivering and supporting bespoke software solutions. You'll have the opportunity to build your skillset on our wide variety of projects, from cutting edge prototypes to maintaining and extending large, established solutions.

You will:

- Help develop, test, deploy and support software solutions, working in dedicated teams following an Agile delivery methodology
- Contribute to the documentation of technical solutions
- Attend meetings with clients
- Be supported by senior staff
- Be given training to support you to develop your skills



Digital Technology Solutions – Level 6 Degree Apprenticeship IT Consultant Pathway

During your three-year apprenticeship, you will attend study via an online platform and develop the core technical skills, knowledge and behaviours to transform you into a highly skilled technical professional. You will study a number of modules teaching you the theory and practical application, these will include data communication and network security, data modelling and database design, IT project management, business and organisational systems, cyber security, delivering change and Microsoft Azure.

As part of your role with our Digital Advantage Team, you will develop techniques, methodologies and frameworks to support you in your role such as:

- Designing tomorrow's technology with our IT Architects: Design, plan, implement, and govern enterprise information technology architecture using industry frameworks and solutions.
- Software engineering
- Data communications and network security

- Data modelling and database design
- IT project management
- Business and delivering change
- Microsoft Azure solutions and architecture
- Limitless optional Microsoft certifications and development
- IT consultancy: No-one is the 'finished article' when it comes to being a consultant. There is always scope to learn and improve and that's why we will support you with our dedicated team and Core Consultancy Skills Framework.
- Maintaining digital and technology strategies through technology leadership

As an apprentice within our Digital Advantage team, you could be given responsibility for client-facing work from day one, as well as helping to develop and shape aspects of the business internally. In addition to AtkinsRéalis' internal initiatives and key themes, you will also have the opportunity to contribute to our ED&I, wellness, mental health and Carbon Net Zero initiatives. We have a wide range of projects across a wealth of clients that will open up the stage for you to showcase your skills and develop new capabilities.

OUR PRACTICES

Transformation & Delivery Consultancy Practice

Our Transformation & Delivery Consultancy (TDC) practice is home to our management consultancy and project and programme management capabilities, where we aim to lead the operationalisation of strategy to solve our client's most complex transformational challenges.

As an Early Careers Professional within TDC, you will work alongside our award-winning management consultants and project managers on ground-breaking projects for a wide range of clients. Examples of key clients within our defence, security, government and aviation markets include the Ministry of Defence and Heathrow Airport.

You will also have the opportunity to develop your skills in a range of our specialist capabilities, which lie within business consulting and project and programme consulting and delivery. Our business consulting capability encompasses a range of roles, from managing and embedding change within client organisations, to developing business cases to support strategic decision making.

Our project and programme consultants provide consultancy services that assist our clients in delivering controlled transformation change, while offering expert advisory services to support our clients' continuous improvement in resolving their most complex problems.

Within TDC, we have our Early Careers Practice, which is comprised of the Junior Consultant Development Programme (JCDP), the Placement Consultancy Development Programme (PCDP), and the Apprentice Consultant Development Programme (ACDP). We offer graduates, apprentices, and placement students the opportunity to pair learning from experience on transformative national and digital projects with continually evolving development programmes designed to give you the tools and skills you need to become one of our industry's future leaders.

[Click here to find out more information about TDC](#)



Our Early Career Programmes in TDC



Graduate Programme

Our Junior Consultant Development Programme (JCDP) scheme, designed for graduates, is a two-year programme where you will develop your core consultancy skills alongside specialist capabilities, through a mixture of client and internal projects, development, and training activities. You can also choose to work towards your Chartered Management Consultant Accreditation, or the Association for Project Management's (APM's) Chartered Project Professional status.

As a Junior Consultant, you will work both independently and as part of a team, with guidance from experienced mentors. With exciting projects to work on and a wide variety of career paths to pursue, we will challenge you, supporting your development from day one.

Alongside on-the-job learning, you will undertake regular internal training to equip you with knowledge from experienced colleagues in support of your development. You will also have the chance to undertake additional formal training, including the APM Fundamentals Qualification, as well as an additional specialist qualification of your choosing.

Placement Programme

Throughout your year on our Placement Consultancy Development Programme (PCDP), you will experience a variety of client-facing and internal roles within our markets.

Your two six-month rotations, will offer you the opportunity to try different roles within different markets. Your on-the-job experience will also be supported by quarterly development days, where you will learn from experienced colleagues within the business, developing a range of consultancy and project management skills.

You will have the opportunity to earn a place on the Junior Consultant Development Programme (JCDP) as a graduate upon finishing your studies, by presenting to leaders within your chosen specialism.

Apprentice Programme

Our Apprentice Consultant Development Programme (ACDP) is a 4-4.5-year programme where you will develop core project management and consultancy skills, through a mixture of on-the-job training, focused upskilling sessions and virtual learning through our university provider. As part of the programme, you will spend four days a week working as a consultant at AtkinsRéalis, whilst the other day will be spent studying for your Level 6 Project Management Degree Apprenticeship with Northumbria University.

Your apprenticeship is supported by fortnightly upskilling sessions, where you will learn from experienced colleagues building your core consultancy and project management skills.

MEET THE TEAM

There's no better way to find out about the work we're doing than by meeting some of the ADS&T team.



**Sam, Degree Apprentice,
Electro-Mechanical
Engineering**

'Balancing working and studying was a new challenge for me, but one which was supported on both sides and complemented each other well.'



**Dan, Graduate,
Mechanical Engineering**

'After completing a placement year, I knew I wanted to return to AtkinsRéalis as a graduate. There is a huge range of opportunities available to Early Careers staff and I get to work with fantastic teams of people.'



**Prisha, Degree Apprentice,
Electro-Mechanical
Engineering**

'From working within the nuclear industry to developing safety reports, I have valued opportunities within a wide breadth of roles where I am grateful that I can progress and continuously expand on my expertise.'



Click here to see more
about our Apprentices



MEET THE TEAM

There's no better way to find out about the work we're doing than by meeting some of the ADS&T team.



**Lucy, Degree Apprentice,
Digital & Technology
Solutions**

'I've had so many amazing project opportunities and have come across ground-breaking work that directly affects the world we live in.'



**Tyler, Degree Apprentice,
Digital & Technology
Solutions**

'Since starting the Degree Apprenticeship, I have worked on several projects within the rail industry, as a software engineering degree apprentice I have been an integral part of the project teams, collaborating with seasoned professionals and applying my knowledge.'



**Raheema, Graduate,
Geospatial, Data &
Artificial Intelligence**

'The most valuable part of being a graduate at AtkinsRéalis, is being able to work within an incredibly talented, knowledgeable and innovative team at such an early stage of my career. I have had multiple opportunities to be a part of incredible projects within the UK and internationally, varying in scale and size, whilst learning from leading professionals in the industry.'

Click here to see more
about our Graduates





**Sardor, Graduate,
Transformation,
Delivery & Consulting**

'What I love most about working at AtkinsRéalis is the amazing company culture. Everyone here is friendly, approachable, and supportive, creating an environment where you can really grow. AtkinsRéalis provides numerous avenues for career development and personal growth. The inclusive and collaborative atmosphere makes you feel like you belong and are motivated to do your best.'



**Joe, Degree Apprentice,
Transformation, Delivery
& Consulting**

'I applied for an apprenticeship because I wanted to study for a degree and have the opportunity to develop myself personally and professionally. Alongside my client project, I've joined some of the many internal AtkinsRéalis initiatives that young professionals can get involved in.'



**Tasmin, Degree Apprentice,
Transformation, Delivery
& Consulting**

'Working within our Security and Government market gives me the opportunity to work with clients who operate in complex environments.'

Click here to see more
about our Placement
Students



PROJECT SHOWCASE



The road trip of the future

We've helped our partners in the automotive and technology sectors move a step closer to the safe and secure rollout of connected and autonomous vehicles. We were appointed as cyber-security lead on the Nissan-led, cross-industry collaboration called [HumanDrive](#). The aim was to develop a driverless car capable of navigating its way along Britain's roads, including its country lanes and complex junctions. We identified and assessed potential threats to the cyber security of the vehicle and developed a framework that could help the ecosystem develop more secure technology.



A new training aircraft for some of the world's best combat pilots

Many of our projects are extraordinary. For example, our team is advising our client, [AERALIS](#), on the design and development of the UK's first whole jet aircraft since the mid-1980s. The aircraft, which will be used to train cadets to front-line pilots on advanced combat aircraft systems, are modular and, therefore, can be adapted to meet customers' needs. They're also being developed using innovative technologies, including digital twins.



Preparing for take-off: zero emission aircraft

We're working with the UK's [Electric Aviation Group](#) (EAG) to accelerate the development of a commercial-scale, zero carbon and zero nitrogen oxides emission aircraft. EAG plans to power its plane – H2ERA – with hybrid hydrogen-electric technology. The company hopes its aircraft will be in the skies by 2030, which would make it the world's "first true zero 90-seater" hydrogen electric regional aircraft. We're providing a range of support, including business advisory services, safety assessments and specification, integration and certification.



Streamlining airport operations

Could you help the operator of one of the world's busiest airports speed-up passengers' journeys and increase the efficiency of its operations?

We're working with Heathrow Airport Limited to increase automation across its terminals, including extending the use of biometrically enabled self-boarding gates and the IT that underpins them. The improvements will reduce delays and enhance travellers' experience.

[Click here to find read more
about our projects](#)



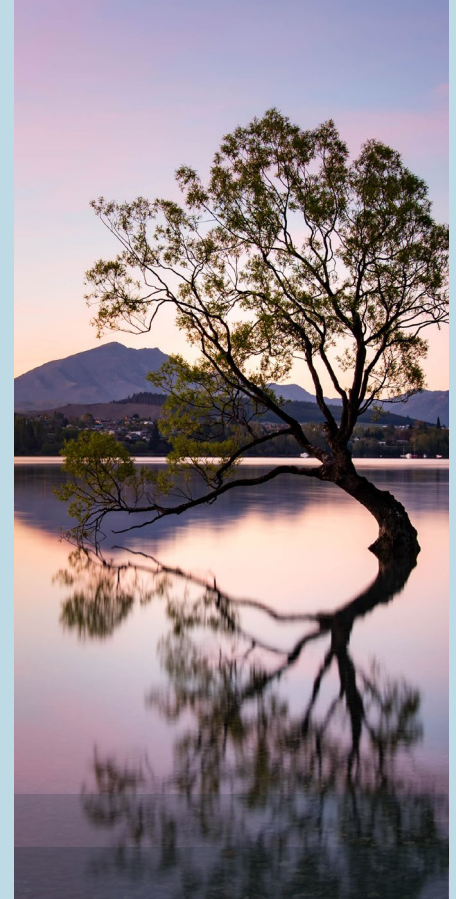
HOW WE'RE TACKLING OUR BIGGEST CHALLENGE YET

Helping us build a better tomorrow

Engineering Net Zero

[Engineering Net Zero](#) is our commitment to addressing the climate crisis and reaching Net Zero as quickly as possible. It underpins our approach to business, and the way we work with our partners and clients to solve some of our biggest challenges to date. But what does this pledge mean in practice?

We're helping our clients reduce their impact on the planet by embracing advanced technology, increasing biodiversity on their sites and finding nature-based solutions to their engineering problems. We're also making a difference in our own business by reducing our carbon emissions and embedding sustainable behaviours and practices across our global operations. Explore our dedicated [Engineering Net Zero](#) site to learn more.



EQUALITY, DIVERSITY & INCLUSION

Different makes a difference

Incredible things happen when people from different backgrounds, with different experiences, and a different perspective come together to solve challenges. And at AtkinsRéalis, that's what we do try to do every day. We're working hard to ensure everyone feels like they belong here and has a voice, and we're holding ourselves to account on the progress we're making.

We've set clear objectives to focus our efforts and we evaluate our progress against them annually. We're also seeking to ensure our work in this area is accredited, assessed by third-party experts, and is guided by people's experiences.

Our aims

- Weave ED&I into everything we do
- Have no barriers perceived, potential or actual
- We will increase female and ethnically diverse representation in our senior leadership community by 2023 (UK)
- ED&I will be embedded in our culture
- We will be the respected voice both inside and outside of our sector to accelerate change



Across the UK, we're also creating space in our offices for people to take time out. The rooms have high-backed chairs, storage and washing facilities. They can be used for breastfeeding or bottle-feeding, prayer, meditation or contemplation.

GET INVOLVED

Our vibrant, staff-initiated networks help us support each other – in and out of work.



Equilibrium is a place for our employees to discuss LGBT+ issues, regardless of whether they identify as a member of the LGBT community or otherwise.



ParentNet is a group for everyone with an interest in parenting. In 2018 ParentNet held webinars to help families promote positive mental wellbeing in children.



Our **Neurodiversity Network** increases awareness and support for people with conditions including autism, dyslexia, dyspraxia, attention deficit hyperactivity disorder (ADHD) and obsessive compulsive disorder (OCD).



Our **Faith Network** helps us foster an environment in which all faiths and beliefs are celebrated, and people can have confidence in themselves and feel empowered to bring their whole selves to work.



Mindfulness at work helps us identify simple ways to reduce the impact that being busy can have on our minds and bodies.



Embrace is our Black, Asian and minority ethnic forum that promotes more inclusion, and helps us all better appreciate the diverse ethnic context in which we operate.



Empower promotes a gender-balanced, inclusive workplace, with networking and knowledge sharing across the business and industry.



Menopause at work is breaking down the taboo, and creating an enlightened culture within the organisation, while helping women find the right support.



Armed Forces Network supports our veterans, reservists, cadets and military spouses in collaboration with our 'Partnering with the Armed Forces' programme.



Enable is a friendly community for sharing ideas, information and news relevant to those affected by visible and invisible disabilities.



We have a community of more than 120 **mental health first aiders** who are trained to spot mental health issues, offer non-judgemental help, and guide colleagues towards support. They represent all parts of society and there is a 50/50 gender split.

THIS IS THE NEW WORLD OF WORK

We're rethinking the 9-5

At AtkinsRéalis, we're encouraged and empowered to do the right thing for the business – and ourselves. We care for our people; understand we all have different priorities and commitments; and we're here to support you. We believe being a good employer means respecting your life outside of work too. That's why we have flexible and remote working policies to help you get the most out of life.

Many of our employees are parents. Some are reservists. Others might want to take some time out during the day to go for a run. Whether it's down in your contract or an informal understanding, our style of flexible working is built on mutual trust. We know you'll meet your project commitments – you know we'll help you achieve what's important to you.



OUR FLEXIBLE WORKING OPTIONS



Get more out of work and life

Here are some of the flexible working options we can discuss during an interview.



Part-time working: working fewer than the standard number of full-time hours



Job sharing: you share the duties of a full-time position with someone else

Flexible holiday scheme: you can buy up to 15 days additional leave or sell up to five days of leave each year, so you can take between four and eight weeks of holiday each year

Home working: an option if you need to balance home and work commitments or get a fresh perspective on a piece of work



Term-time working: you don't work during the school holidays



Sabbatical/career break: an approved, extended period of unpaid leave which gives you the opportunity to study, carry out voluntary work or travel



Mobile working/teleworking: working at a location remote from your normal workplace, for example, another AtkinsRéalis office or site office



Phased retirement: if you want to change your pattern of working hours or adjust your responsibilities as a transition towards retirement

OUR OFFICES – WORKSPACES FOR THE 21ST CENTURY

Where we spend our days is important. We need flexible and stimulating environments that enable us to concentrate, collaborate and innovate.

Our people work from many locations across the UK, including the following offices, which provide open, collaborative, digitally-enhanced spaces to support hybrid working.

Woodcote Grove – Epsom

AtkinsRéalis has been part of the community here for more than 50 years. We moved into a new building on our historic Woodcote Grove site in 2020. It was designed by our architects and provides a modern and flexible working environment for more than 1,000 colleagues.

The Hub – Bristol

The Hub, in Bristol, was designed by a team of our experts and they had sustainability in mind from the outset. As a result, the building has been awarded a BREEAM excellent rating – the UK's most widely used environmental assessment for buildings. The spaces here are bright, flexible and energy efficient.

Nova North – London

Nova North, in London, is our European HQ. It provides modern office space just minutes from the hustle and bustle of Victoria Station and a range of shops, pubs and restaurants. It's also home to the first of our state-of-the-art digital centres (we call them Lava Labs) that enable us to work with our clients to maximise the benefits of technology.

The Exchange – Manchester

The Exchange, in Manchester, is our growing North West hub and is in a prime position to support the UK levelling up agenda. It provides modern office space in the heart of the city which has recently been voted as the third best city in the world by Time Out Magazine.



Woodcote Grove



The Exchange



Nova North

HOW WILL YOU MAKE A DIFFERENCE?

We encourage our colleagues to be part of the communities we work in.

We do that by providing volunteering and industry leadership opportunities. In the UK, some of our people work with the relief organisation, [RedR](#), to support people in need of help following a disaster, for example, by restoring water supplies or re-establishing schools. Others are part of [Engineers Without Borders](#) UK, the movement that's working to create a more sustainable future.

Many colleagues give their time and use their skills to support local charities. We also help to [inspire the next generation of engineers](#) through a range of science, technology, engineering and maths (STEM) programmes for young people. Take a look at our popular [Engine Ears](#) video.



HOW TO APPLY AND FIND OUT MORE

To apply and for more
information, visit:

[AtkinsRéalis Early Careers](#)

Click the below for more information
on our Early Careers Programmes:

[Apprentice Programme](#)

[Graduate Programme](#)

[Placement Programme](#)

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