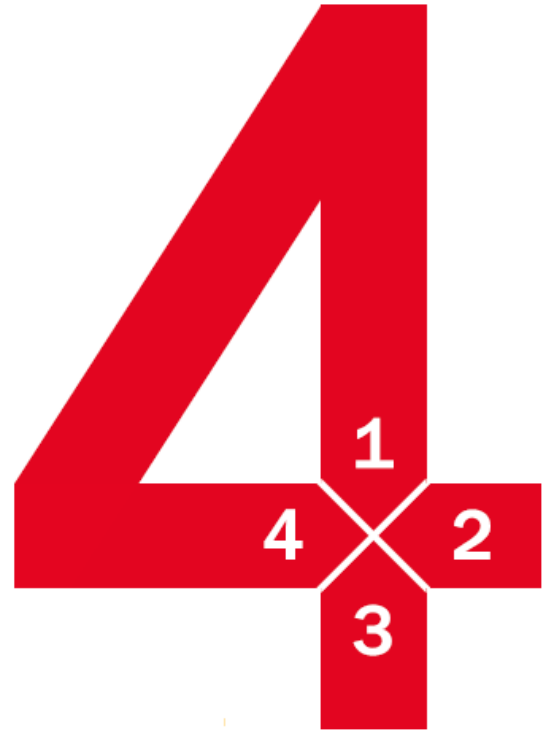
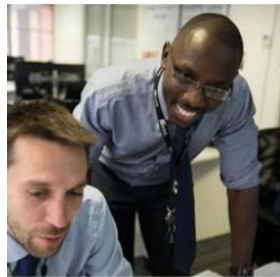


Build your future



www.kier.co.uk/careers

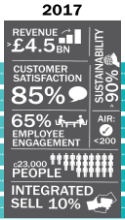
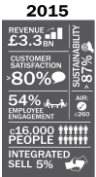
#Work4Kier

The Big Picture



OUR VISION 2020 JOURNEY OUR STRATEGIC PRIORITIES:

1. Operate a safe and sustainable business
2. Accelerate growth to be a top three player in our chosen markets
3. Achieve top quartile performance and efficiency
4. Provide sector leading customer experience, for clients and for their customers
5. Attract and retain highly motivated, high performing teams
6. Ensure the business is supported by investment in technology and back-office systems



The Kier Effect



Entry paths

Career development programmes

We can offer development programmes across all divisions of Kier within a wide variety of trade, technical and business support roles:

1. Work experience and undergraduate placements
2. Apprenticeships
3. Kier Degree Programme
4. Graduate Development Programme

Construction and technical

From quantity surveyors to civil engineers, from architects to sites managers, trades to project managers, we have a breadth of construction and technical careers to suit all specialisms.

Professional services

We have a broad range of professional service and support roles spanning the usual specialisms you would find in an FTSE 250 business including legal, finance, human resources, communications, IT, safety and assurance roles.



Local jobs

We operate across 122 locations and many more construction and client sites across the UK. We expect to recruit over 3,000 people this year.

From chefs to receptionists, ground workers to gritters and waste operatives, we have a huge range of jobs across the country.

Entry routes

Career development programmes

Entry Levels		Programmes	Qualification Outcomes
GCSEs or equivalent	NVQ or equivalent Level 1	Intermediate Apprenticeship	Level 2
5 GCSEs (A-C grade incl. English & Maths) or A levels	Level 2	Advanced Apprenticeship	Level 3
A Levels or BTEC equivalent	Level 3	Higher Apprenticeship	Level 4
A Levels or BTEC equivalent	Levels 3 & 4	Kier Degree Programme	BSc Honours Degree
Relevant degree	Level 6	Graduate Development Programme	Chartered membership of chosen profession
Non construction related degree	Level 6	Conversion MSc and Graduate Development Programme	Chartered membership of chosen profession



1

Work experience & undergraduate placements

- Experience the Kier Group and the Construction industry
- Gain an understanding and appreciation of different roles before deciding on the chosen career path
- Work experience ranges from one day to six weeks
- Undergraduates can join us for either summer or industrial placements
- Placements are available in and across different departments and disciplines and supported by skilled professional mentors
- Progression routes: **Apprenticeships**
Kier Degree Programme
Graduate Development Programme



Apprenticeships

- Kier offer intermediate, advanced & higher level apprenticeship programmes in a variety of different disciplines
- 12 months to four years in duration, depending on specialism
- Apprentices work alongside skilled mentors with regular support from their tutor
- Progression route: **Kier Degree**

www.kierapprenticeships.blogspot.co.uk



Trades

- Bricklaying
- Carpentry & joinery
- Plastering
- Plumbing
- Electrical



Construction & Technical

- Construction
- Quantity surveying
- Civil engineering
- Utilities engineering
- Estimating
- Design
- Planning
- Street lighting
- Site management



Services

- Administration
- Contact centre/control hub
- Customer services
- Facilities services & management
- Business management
- Project management
- Property services



Professional

- Finance
- Human resources
- Legal
- IT
- Marketing

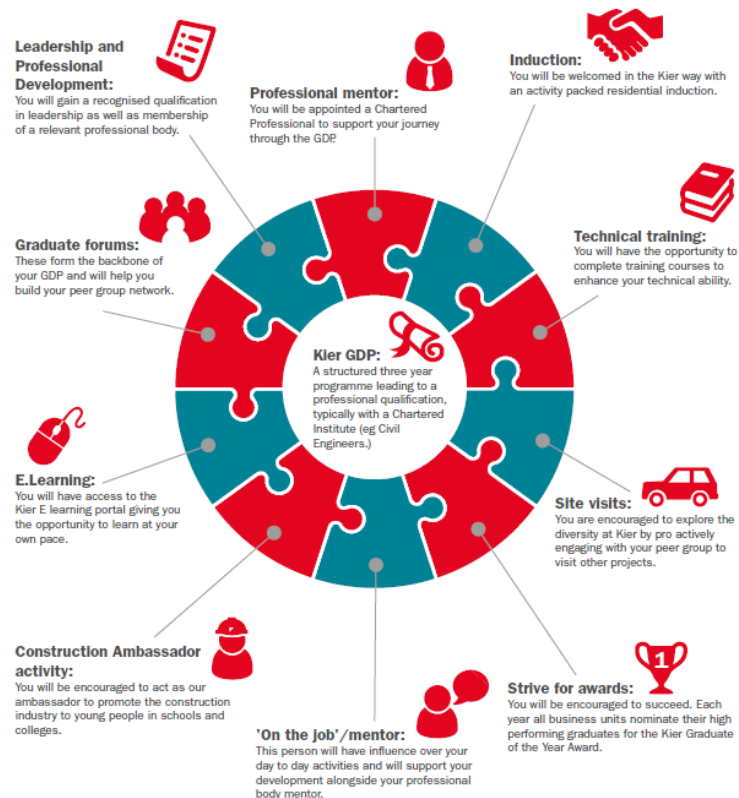
Kier Degree Programme

- Gain a recognised BSc Honours degree with valuable work experience, whilst earning a competitive salary
- In partnership with Sheffield Hallam University
- Four and a half years development; four block study weeks a year with structured on-the-job learning
- Two pathways:
 - Construction and Commercial Management
 - Quantity Surveying and Commercial Management
- Progression route: **Graduate Development Programme**



Graduate Development Programme

- Structured three-year programme in a range of disciplines like construction management, quantity surveying, engineering and human resources
- Mentor-led support to progress through a chosen career path
- Provides the tools and experience to qualify for membership of a chosen professional body
- Progression route: **Management Development Programme**



**Find out
more**



www.kier.co.uk/careers

#Work4Kier