

OPPORTUNITIES AT MACE

2022 - 23



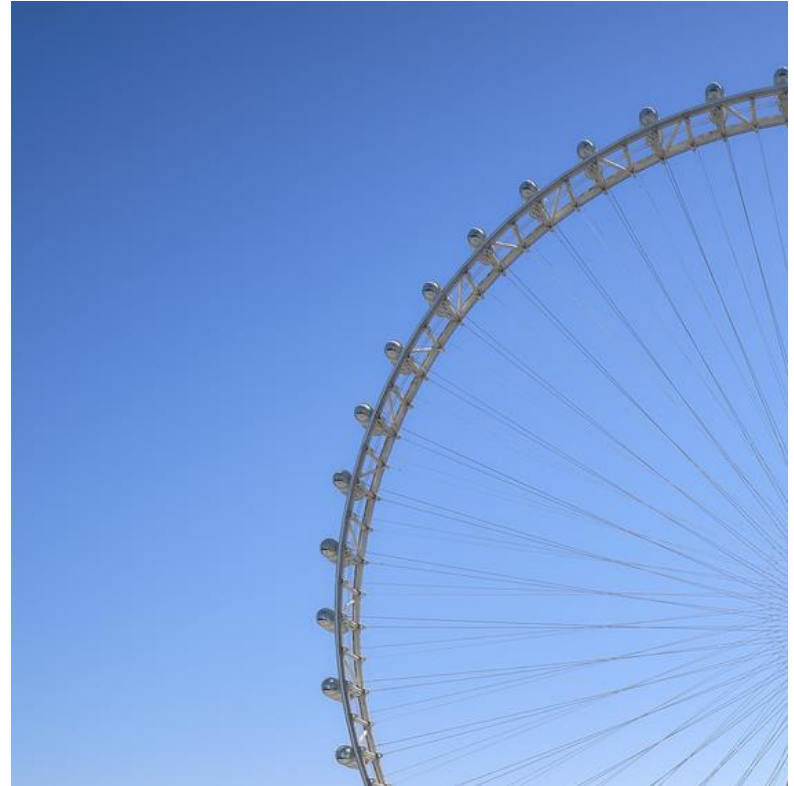
ABOUT US

OUR STORY

At Mace, we're global experts in shaping the built environment.

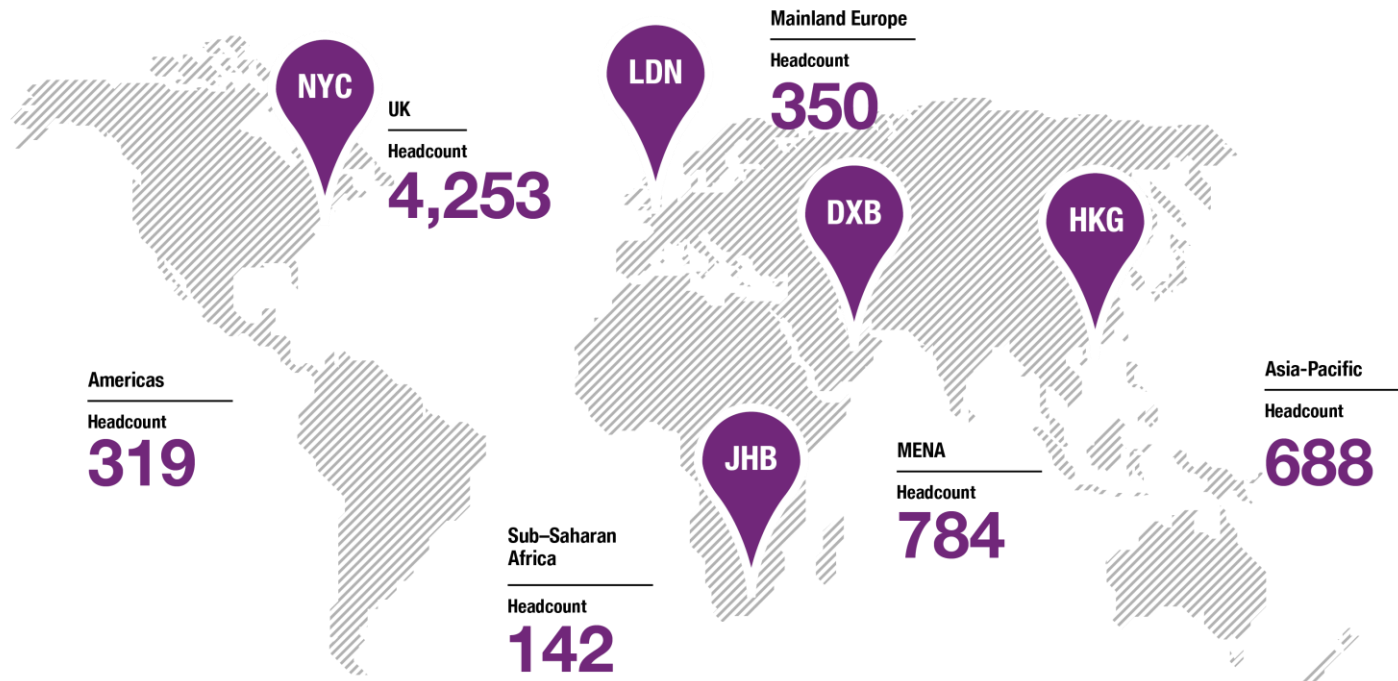
From development and consultancy, to construction and operations, we connect expertise across the entire property lifecycle to help our clients, people, communities and society achieve more than they believe is possible.

You can see our impact everywhere: from skylines that form cities around the world to the infrastructure that communities depend on to live, work and play.



OUR PEOPLE – NOW CLOSER TO 7,000

Global
Headcount
6,526



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 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

Develop



Development

**Development
management**

Consult



**Project & programme
management**

Cost consultancy

Advisory services

Strategic advisory services
Architecture, engineering
and design services
Building surveying
BIM

Construct



Contracting

**Construction
management**

Fit out

Specialist services

Logistics
MEP
Secure works
Façades

Operate



**Facilities management
consultancy**

Helpdesk services

Managed services

OUR SECTORS

Culture, hospitality and sport

Stadium and major venues
Arts

Commercial

Offices
Corporate real estate
Hotels
Mixed use

Defence and security

Education

Higher education
Schools

Energy and utilities

Utilities
Energy
Nuclear

Healthcare

Housing and regeneration

Industrial and manufacturing

Life sciences and pharmaceuticals

Local and central government

Government
Justice and Blue Light

Retail

Technology and data centres

Transport

Highways
Aviation
Rail
Ports

SOME OF OUR ICONIC PROJECTS



Coca-Cola London Eye



Birmingham New Street

SOME OF OUR ICONIC PROJECTS



Tottenham Hotspur FC Stadium



London 2012 Olympic and Paralympic Games

SOME OF OUR ICONIC PROJECTS



The Shard



IFS Cloud Cable Car



Jeddah Tower

DIVERSITY AND INCLUSION



DIVERSITY AND INCLUSION STRATEGY 2020–2023



Our diversity and inclusion strategy sets out our ambitious goals to champion inclusion and diversity throughout the business; at all levels and in every corner of Mace.

- Pillar 1: One Mace team – recruit and develop
- Pillar 2: Inclusive leadership
- Pillar 3: Operational excellence
- Pillar 4: Targets
- Pillar 5: People and culture
- Pillar 6: Governance



MACE EMPLOYEE
RESOURCE GROUPS

EDIN

Ethnic Diversity
Inclusion Network



PARENTS
at Mace

Mace
MILITARY
NETWORK

ENABLED
at Mace

WOMEN
at Mace

OUR PROGRAMMES



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)
Bid Management	L3 Bid and Proposal Co-ordinator	96 UCAS points
Civil Engineering	L6 Civil Engineer (BEng Civil Engineering degree)	96 UCAS points, including A Level Maths
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
Digital Marketing	L6 Digital Marketer (BSc Hons Digital Marketing degree)	112 UCAS points
Health, Safety, and Wellbeing	L3 Health, Safety & Environment Technician (NEBOSH General Certificate)	96 UCAS points
Mechanical, Electrical and Public Health 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
Quantity Surveying – Commercial Management	L6 Chartered Surveyor (BSc Hons Quantity Surveying degree)	96 UCAS points
Quantity Surveying – Cost Consultancy	L6 Chartered Surveyor (BSc Hons Quantity Surveying degree)	96 UCAS points

EMERGING TALENT PROGRAMMES AT MACE

SUMMER PLACEMENTS

- 1st, 2nd and penultimate year university students
- 10 weeks
- Starts end of June
- Can convert to another placement or our graduate programme



INDUSTRIAL PLACEMENTS

- Penultimate year university students
- 12 months
- Starts end of June
- Can convert to our graduate programme



GRADUATE PROGRAMME

- Anyone with a degree
- Two years
- Starts early September
- Professional qualification and membership (dependent on your role)



Programme requirements:

GCSE Maths and English grade 4/C or above (or equivalent qualifications).

Additional requirements may vary depending on the role you are applying for – for some roles, you may need a degree in a particular subject area.

APPRENTICESHIP PROGRAMME

★ RATEMYAPPRENTICESHIP
TOP 100
APPRENTICESHIP
EMPLOYERS
2021 - 2022

6



Mace Group

1st in Construction, Property & Real Estate

🏆 3

📁 56

🏆 **3 Awards won**

Top Apprenticeship Employer
2020/21 - Central & Greater
London

Top 100 Apprenticeship
Employers 2019-2020

Top 100 Apprenticeship
Employers 2020-2021

📁 **Regions**

Central London & City

Greater London

South West

West Midlands

North West

Yorkshire & The Humber

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.

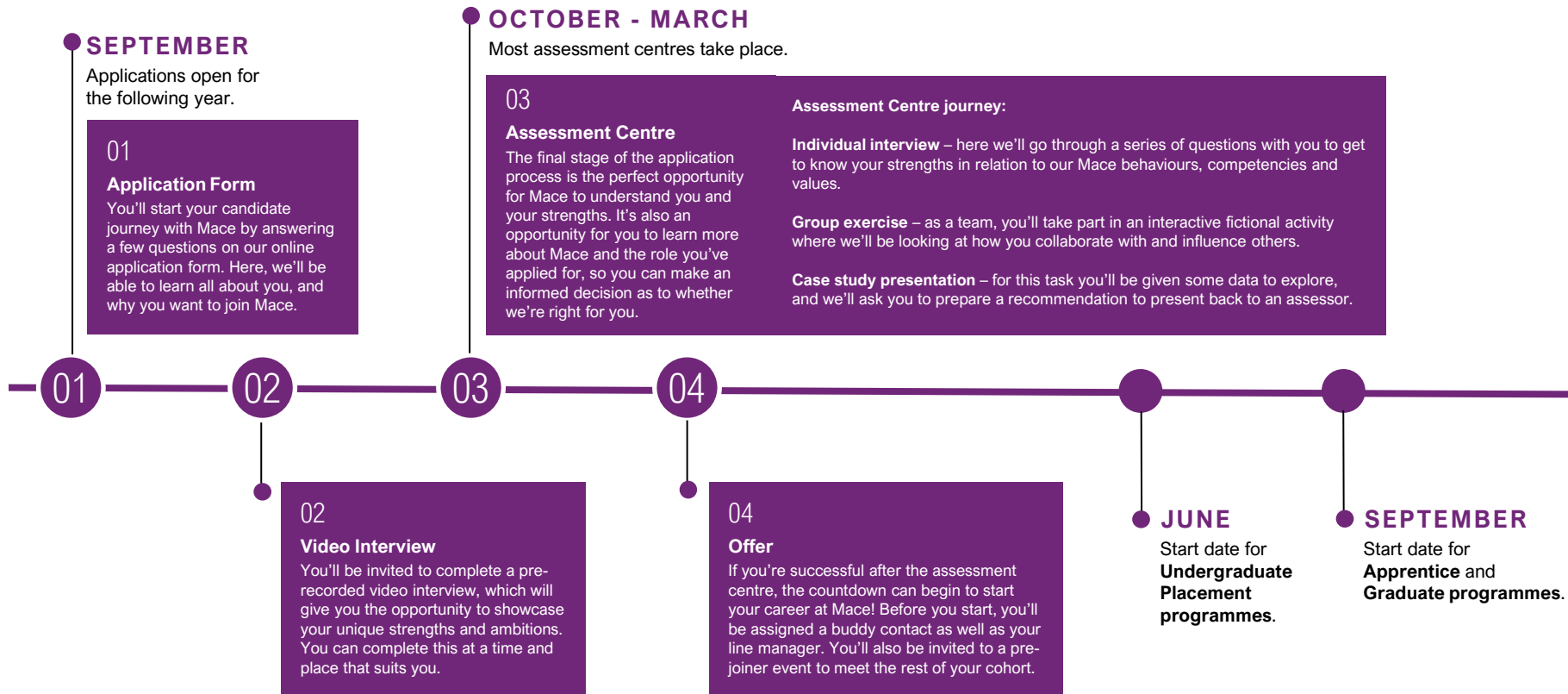
Exposure

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



APPLICATION INFORMATION

- To find out more and apply, visit our website at macegroup.com/careers/early-careers
- 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 2023 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



QUESTIONS?

