I am interested in applying to an Arup Graduate position. When do applications open?

Our graduate roles open for new applications each September. If there isn't an appropriate role we recommend signing up to our job alerts to be notified as soon as a position becomes available.

What does the application process involve for UK roles?

Our application process consists of the following stages:

- Online application form – basic details and application questions
- Application review by a recruiter
- Psychometric & ability assessments
- Video Interviews (Grads & Interns only)
- Shortlisting
- A competency-based online Assessment Centre.

These may vary depending on the role, but you'll be given more information when you're invited to attend.

What does the application process involve for roles in Ireland?

In Ireland, our application process consists of the following stages:

- Online application form - basic details and application questions
- Application and CV review by a recruiter
- Shortlisting and hiring manager review

We regularly review CVs as we receive them and encourage students to apply as early as possible. There will be a maximum of 2 interviews. These will be in a formal discussion format and competency-based interviews. The majority of our graduate hires start between July and October. We recommend students to apply as soon as possible.

Due to GDPR, we can't accept CVs outside this process.

When is your deadline for applications?

We process applications as soon as we receive them and so we strongly advise candidates submit their applications as soon as possible to avoid being disappointed.

How many application forms can I submit?

You can only complete one application during each recruitment period, so please only apply for the position that suits you best. Additional applications will be regretted. Please check that you meet the minimum entry requirements and the eligibility criteria as stated on the job advert.

What is the structure of the Graduate Assessment Session in the UK process?

You'll virtually meet the hiring team and recent graduates on our virtual assessment platform, take part in an individual written/technical exercise, case study presentation and a competency-based interview. You will also meet with a member of the Early Careers Team to discuss the assessment in more detail and have the opportunity to ask any questions before starting. Assessment centres may vary depending on the role, but you'll be given more information in your invite. We aim to let you know the outcome of the assessment centre within 2 weeks.

When will I be expected to start work?

Most of our graduates start work in September.

In some cases another start date through the year is possible, but we will consider this on a case-by-case basis, depending on current projects and management requirements.

What do I do if I have a disability or learning difference which may affect my performance during the selection process?

At Arup, we are committed to making all stages of our recruitment process accessible to all candidates. Please contact UKEarlyCareersRecruitment@arup.com (for UK roles) and eurecrecruitment@arup.com (for Ireland roles) to let us know if you need any assistance or reasonable adjustments throughout your application and we will do everything we possibly can to support you.

As a Disability Confident Level 2 Employer in the UK, we will strive for one third of all our assessment places to be allocated to candidates who have disclosed they are disability confident and best meet the requirements of the role. Please refer to these requirements per each role advertised.

Do you employ international Graduates requiring a Right to Work in the UK?

Arup keeps our approach under ongoing review in line with government immigration advice. UK Immigration Rules are subject to change with very short notice.

Please also be aware if there are changes in UK immigration rules that impact the viability of your application before your start date, Arup reserves the right to change how we can and may manage applications, in line with any new or revised regulations.

Arup reserves the right to withdraw a candidate offer if incorrect Right to Work information has been provided.

Do you employ international Graduates requiring a Right to Work in the Ireland?

All our offers are subject to you receiving and maintaining the relevant permissions from the Ireland Immigration Authorities for you to live and work in Ireland.

What can I expect to do in my first few years?

Every graduate's experience at Arup is different, but you can expect plenty of challenges, lots of responsibility, exposure to clients, access to learning and development opportunities such as secondments, site-visits and expert-led courses.

What support do you give towards chartership or accreditation?

We work closely with several professional bodies. We have had accredited training schemes in place with them for a while now and continue to invest in the schemes. Everyone interested in getting chartered will have a dedicated mentor to guide them through their journey and overall support to ensure they achieve their potential.

What vacancies are available at which locations in the UK?

As we work in multidisciplinary offices, there are various roles available across our 16 UK locations. These locations are; Belfast, Bristol, Cardiff, Edinburgh, Glasgow, Leeds, Liverpool, London, Manchester, Newcastle, Nottingham, Sheffield, Birmingham, Southampton, Winchester and York.

Can you give a brief information about Arup in Ireland?

We have 4 offices across Ireland. These offices are Dublin, Cork, Limerick, and Galway offices. The biggest office is in Dublin with more than 500 staff. Cork office has more than 150 staff and then Limerick and Galway.

We have more than 50 different nationalities in Ireland and more than 800 staff. When you work in Ireland you don't work only on Irish projects. We collaborate internationally.

Can I use AI powered writing assistants during the application process?

We know that AI powered writing assistants can help you improve content and save time, however during our application process we would kindly ask you to refrain from using these tools. Our application process is designed so we can learn about your interests, background and aspirations – and to do this, we want to hear from you directly in your responses.

What should I do if I experience technical issues with application process/ Assessment Centre?

If you experience any technical difficulties either when submitting your application or during the virtual Assessment Centre you can reach out directly to UKEarlyCareersRecruitment@arup.com. For Ireland roles please contact EURearlycareersrecruitment@arup.com.

Do Arup accept short term work experience?

The Early Careers team only support recruitment activity for Arup's formalised Early Careers programmes i.e. Graduates, Apprentices, Industrial Placements, and Interns. All these programmes are subject to a fair and transparent application process, which starts with an open role on our website which candidates can submit an application for.

Where can I find more information about the programs?

Please follow the links below to our website to learn more about our UK Graduate, Internship and Apprentice roles.

Graduate: UK, India, Middle East and Africa graduate programme - Arup
Internship: UK internship programme - Arup
Apprenticeship: Apprenticeships - Arup

For Ireland:

https://www.arup.com/careers/early-careers/graduates/europe/

Can I upload my cv as part of my application?

Due to GDPR reasons, we do not accept CVs through our Early Careers mailbox and your email will be deleted.

Please follow the link below to our website where you can apply directly to one of our open vacancies.

https://careers.arup.com/earlycareers/home/

I have submitted my application but have not heard anything yet?

Due to the high volumes of applications, the screening process may take longer than usual. We are continuing to review applications according to agreed programme criteria. When your application status changes, you will hear back from us. If you have any concerns you can reach out to the early careers team.

Are all Assessment Centres virtual?

Our assessment centres are delivered virtually via our Digital Assessment Centre platform for our UK roles. We have had extremely positive feedback from candidates around the experience and from a sustainability perspective, the virtual setting provides huge benefit and aligns with Arup's values.

Who is eligible for the graduate development programme in Ireland?
Anyone who is a new bachelors/masters/PhD graduate and has no relevant work experience after bachelors is eligible for the graduate development programme. If you have more than 3 years of relevant experience after your bachelors, you'd need to apply for the experienced roles.

How long is the Graduate Development Programme in Ireland?

The graduate programme is 2.5 years but your training continues during your first 3 years at Arup. We believe this time is important for your transition from academic life to business life. There will be lots of different training sessions to support you on your journey. Such as, Introduction to Project Management, Negotiation and Influencing Skills training, Presentation Skills training, Client Management and Personal branding.

You will also be assigned a mentor and a buddy. Your mentor will support during your professional development and integration. After graduate mentoring programme you can enrol on our Europe Region mentoring programme. In that case, we would match you with someone outside of Ireland but within the Europe region.