

EMERGING TALENT

AT MACE

Finding **your** place.



At Mace,

WE REDEFINE

THE BOUNDARIES

OF AMBITION

Our purpose challenges and energises us to improve, innovate and exceed expectations.

And go beyond.

MENU

Scroll through the brochure or click on a title below to **find out more**



Apply here >

WHO MACE IS

WHO WE ARE

We are an international consultancy and construction company, founded and built on exceptional people.

UK and Europe

Headcount

5,095

% of Group Total

72%

Middle East & North Africa

Headcount

731

% of Group Total

10%

Sub-Saharan Africa

Headcount

164

% of Group Total

2%

Americas

Headcount

340

% of Group Total

5%

Asia Pacific

Headcount

770

% of Group Total

11%

7,100

Total headcount

As of 31 Dec 2021

WHAT WE DO

We are global experts in shaping the built environment - helping to lead the way to a more connected, resilient and sustainable world.

We build for the present, and for the future.

OUR PURPOSE

We're living out our purpose through three strategic priorities.

Pursue a sustainable world.

Grow together.

Deliver distinctive value.

Our unwavering focus on these grounds our purpose in the actions we take every day.

RESPONSIBLE BUSINESS TARGETS

Accelerate the built environment's response to the climate emergency

A net zero carbon business

10% corporate carbon

1m ton client carbon

500 hectares of biodiversity net gain

Apply here >

TOGETHER

We find a way to unleash the potential within every place, project and person.

FINDING YOUR PLACE AT MACE

PROGRAMME PATHWAYS

Take a look at our Programme Pathways to see which one is **right for you.**

“ I’m a school
or college leaver. ”



“ I’m in my first, second or
penultimate year of university. ”



“ I’m in my final year of
university or a graduate. ”



APPRENTICESHIP PROGRAMME

[Apply here >](#)

EARN WHILE YOU LEARN!

If you want to gain a recognised qualification while doing paid work, join our Apprenticeship Programme.

- Applications open to school and college leavers
- Starts early September
- Four years (plus an extra year of study if degree-level)
- 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)

What you can expect

- **Fully funded qualification**

You will study on a part time basis while working in a supported environment gaining hands-on experience. The Level of qualification you complete will depend on which role you are applying for, but it ranges from Level 3 (A Level or equivalent) through to Level 6 (degree-level).

- **Variety of different Apprenticeships**

Mace offers Apprenticeships across the business from project management and quantity surveying to construction management, engineering, and data, plus many more – so there really is something for everyone!

PROGRAMME REQUIREMENTS

To join our Apprenticeship Programme, you will need:

- 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.



CAREER STORY

Nicole Kowondera Apprentice

“I wanted to join Mace because I wanted a purpose-led career in an exciting industry.”

Nicole's experience

“I joined Mace following secondary school, and I'm now consulting clients in the planning and delivery of their construction projects. Mace has a strong client-focused and purpose-led culture and is a great place to work because of the people. Our people are not only supportive and welcoming, but also ambitious by collectively challenging one another to do better.”

[Apply here >](#)



Next

Undergraduate placement programme

UNDERGRADUATE PLACEMENT PROGRAMME

[Apply here >](#)

DISCOVER YOUR PERFECT ROLE!

At Mace, placements are a great way to understand which opportunities and roles are best for you. We offer two pathways on our Undergraduate Programmes:

Summer Placements

Our Summer Placements are the perfect way to get a real taster of working in the industry.

- Applications open to first, second or penultimate year undergraduates.
- 10-week programme running from June through to September.
- Successful placements will have the opportunity to be considered to return on another placement or our Graduate Programme.

We're proud to partner our Summer Placement programme with the 10,000 Black Interns initiative to support our shared mission of transforming the prospects of young black people in the UK.

Industrial Placements

If you want to make your year in industry count, then our Industrial Placement is an excellent way to get an 'all-access' experience to prepare you for your final year at university.

- Applications are open to undergraduates in their penultimate year of study on a sandwich degree course.
- 12-month programmes starting at the end of June.
- Successful placements will have the opportunity to accelerate onto the Graduate Programme.

PROGRAMME REQUIREMENTS

To join one of our Undergraduate Placement Programmes, you will need:

- GCSE Maths and English grade 4/C or above (or equivalent qualifications) and be studying for a degree.
- 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.



CAREER STORY

**Luke Newlove,
Graduate and
previous placement**

"My placement provided opportunity to put my studies into practice and also helped with my studies when I went back to university."

Luke's experience

"I joined Mace for an Industrial Placement and re-joined as a graduate following my degree. I chose Mace because my ambition is to have an international career and Mace have a track record in winning and delivering exciting and complex major programmes globally. With no construction experience, I chose a career at Mace and haven't looked back since."



[Apply here >](#)

Next
Graduate programme

GRADUATE PROGRAMME

[Apply here >](#)

START YOUR PROFESSIONAL JOURNEY!

Mace offers a range of Graduate roles in commercial, project and construction management, plus many more – each role specifically designed to help you accomplish your career goals.

The mix of training and on-the-job experience will allow you to grow your professional skill set, while you work on live projects.

- Applications are open to Undergraduates in their final year of university or recent Graduates.
- Two-year Programme starting in early September.
- Alongside your structured training programme, our in-house professionals will help you work towards your chosen professional qualification and membership (dependent on your role).



CAREER STORY

Charlotte Davey, Graduate

“I wanted to work for a company which aligns with my own values.”

Charlotte's experience

“Mace is a global company that offers great international opportunities. I wanted to join because pursuing a sustainable world is one of their priorities. My role is very varied, and I'm working on multiple projects across the business. I'm learning from some incredible colleagues who are leaders in their field.”

PROGRAMME REQUIREMENTS

To join our Graduate Programme, you will need:

- 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.



[Apply here >](#)

Next

What we can offer you

WHAT WE CAN OFFER YOU

[Apply here >](#)

Our people are fundamental in helping us shape the world for the better, and our emerging talent population are no exception.

Whatever emerging talent pathway you embark on, we will equip you with the skills, knowledge, and support so you can have an impact from Day One.

On our programme pathways, you can expect:

- **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.

- **Exposure**

Opportunities to work in challenging and rewarding environments.

- **Networking opportunities**

We facilitate networking opportunities for you to meet and engage with peers and senior management.

- **Support with professional membership and industry bodies**

We support a wide variety of professional accreditations, including: CIOB, ICE, RICS, APM, IChemE, IMechE and others.

- **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.

- **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.

BENEFITS WE OFFER

As well as benefiting from our development programme, we offer:

- **Competitive salary + fully funded qualification + professional membership**
- **22 days annual leave + bank holidays**
- **2 additional 'Mace Days' off + 3 days paid Christmas shutdown**
- **One volunteering day a year**
- **Company pension (with up to 7% employer contribution)**
- **Life assurance**
- **Private medical insurance cover**
- **Annual health screening**
- **Cycle to work scheme**
- **Green car scheme**
- **Season ticket loan**
- **Discounts and savings for retailers, gyms, cafes, restaurants, cinemas, etc.**
- **A number of other flexible benefits**

[Apply here >](#)

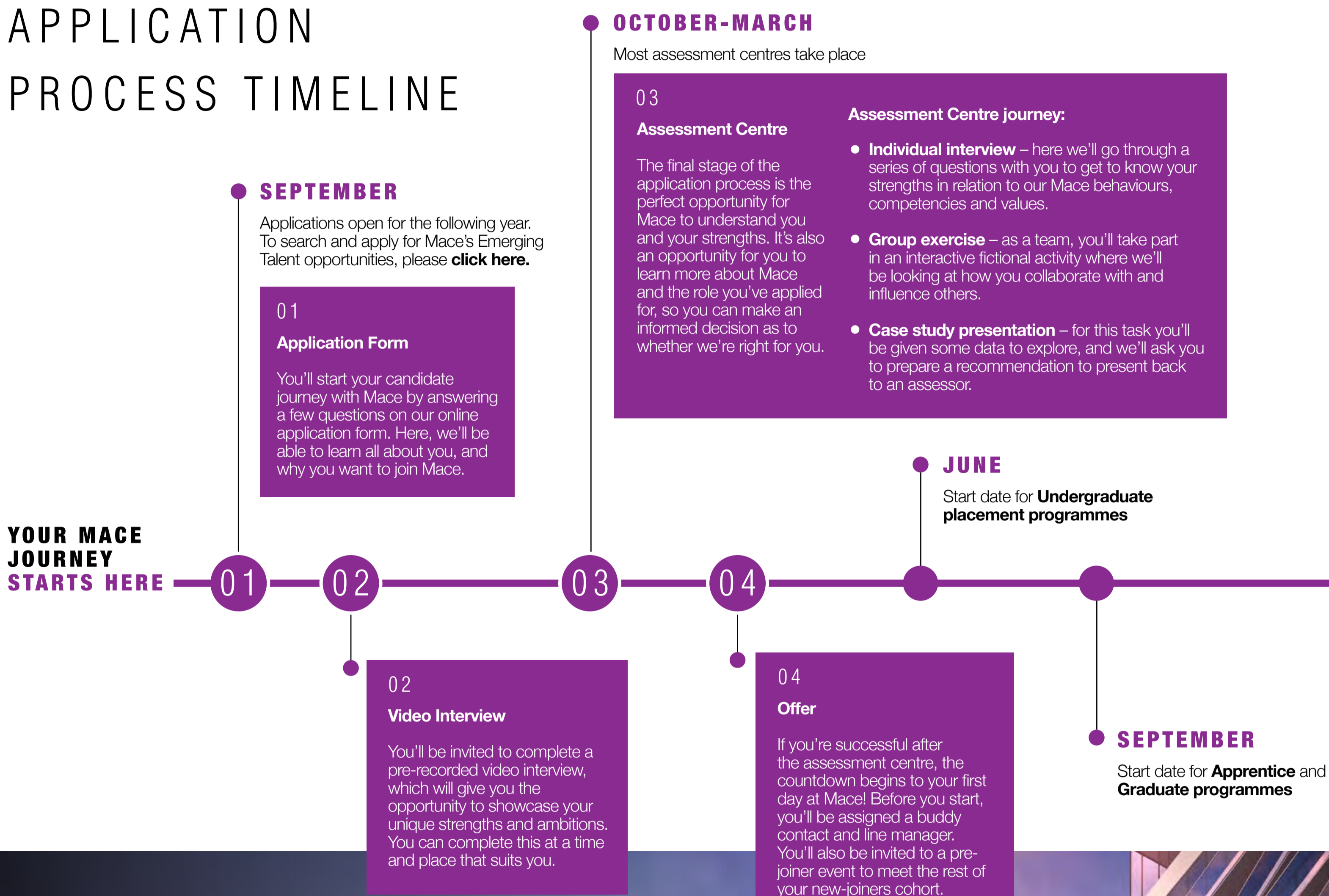
INTERESTED IN REDEFINING BOUNDARIES WITH US?

[Apply here >](#)

To start your career at Mace, you'll need to follow our **application process**.

It is designed to give you an insight into life at Mace, while we learn more about **you**.

APPLICATION PROCESS TIMELINE



APPLICATION PROCESS TOP TIPS

Think quality, not quantity

Read or listen to each question carefully. Take the time to fully consider your answers and tailor them towards Mace and the role you've applied for.

Closing Dates

We recruit on a rolling basis, which means we do not have set deadlines. The earlier you apply, the stronger your chance to join us at Mace will be.

Do your research!

At Mace we want to create a culture of acceptance and inclusion across our business, where everyone can be their authentic self at work, every day. So, ask insightful questions to those you meet; whether that's our current trainees, the assessors, your existing contacts, or the Emerging Talent team. This will help demonstrate your research and genuine interest in Mace and your chosen role.

Relax and be yourself

At Mace we want to create a culture of acceptance and inclusion across our business, where everyone can be their authentic self at work, every day. So, ask insightful questions to those you meet; whether that's our current trainees, the assessors, your existing contacts, or the Emerging Talent team. This will help demonstrate your research and genuine interest in Mace and your chosen role.

Support

We're committed to meeting the needs of disabled people, ensuring all candidates are supported and have a fair opportunity to perform at their best throughout the assessment process.

If at any point you require support to perform at your full potential, please email us at: emerging.talent@macegroup.com

To find out more and apply for Mace's Emerging Talent opportunities, please [click below](#).

[Apply here >](#)

Next

A bit more about Mace

A BIT MORE ABOUT MACE

We redefine the boundaries of ambition through:

OUR STRATEGIC PRIORITIES



+ Pursue a sustainable world

Accelerate the built environment's response to the climate emergency.



+ Grow together

Engage, develop, and inspire our people, clients, partners, and communities.



+ Deliver distinctive value

Lead the way through innovation, transformation, and service excellence.

And

OUR VALUES

+ Safety first

Go home safe and well.

+ Create opportunity

For our people to excel.

+ Client focus

Deliver on our promise.

+ Integrity

Always do the right thing.



Apply here >

A CAREER IN CONSTRUCTION

Construction is an incredibly diverse industry, with many different roles across a range of sectors.

With so many opportunities at your fingertips, you may be wondering what a career in construction can look like for you...

01 A VARIETY OF SERVICES & SECTORS

Construction surrounds every facet of our lives.

At Mace we offer a range of services, all of which you could be a part of...



Commercial
[CHECK OUT TIFFANY & CO](#)

Culture, hospitality and sport
[CHECK OUT DUBAI EXPO 2020](#)

Defence and security

Education

Energy and utilities

Healthcare

Retail

Housing and regeneration
[CHECK OUT BATTERSEA POWERSTATION](#)

Industrial and manufacturing

Life sciences and pharmaceuticals

Local and central government

Technology and data centres
[CHECK OUT GLAXOSMITHKLINE](#)

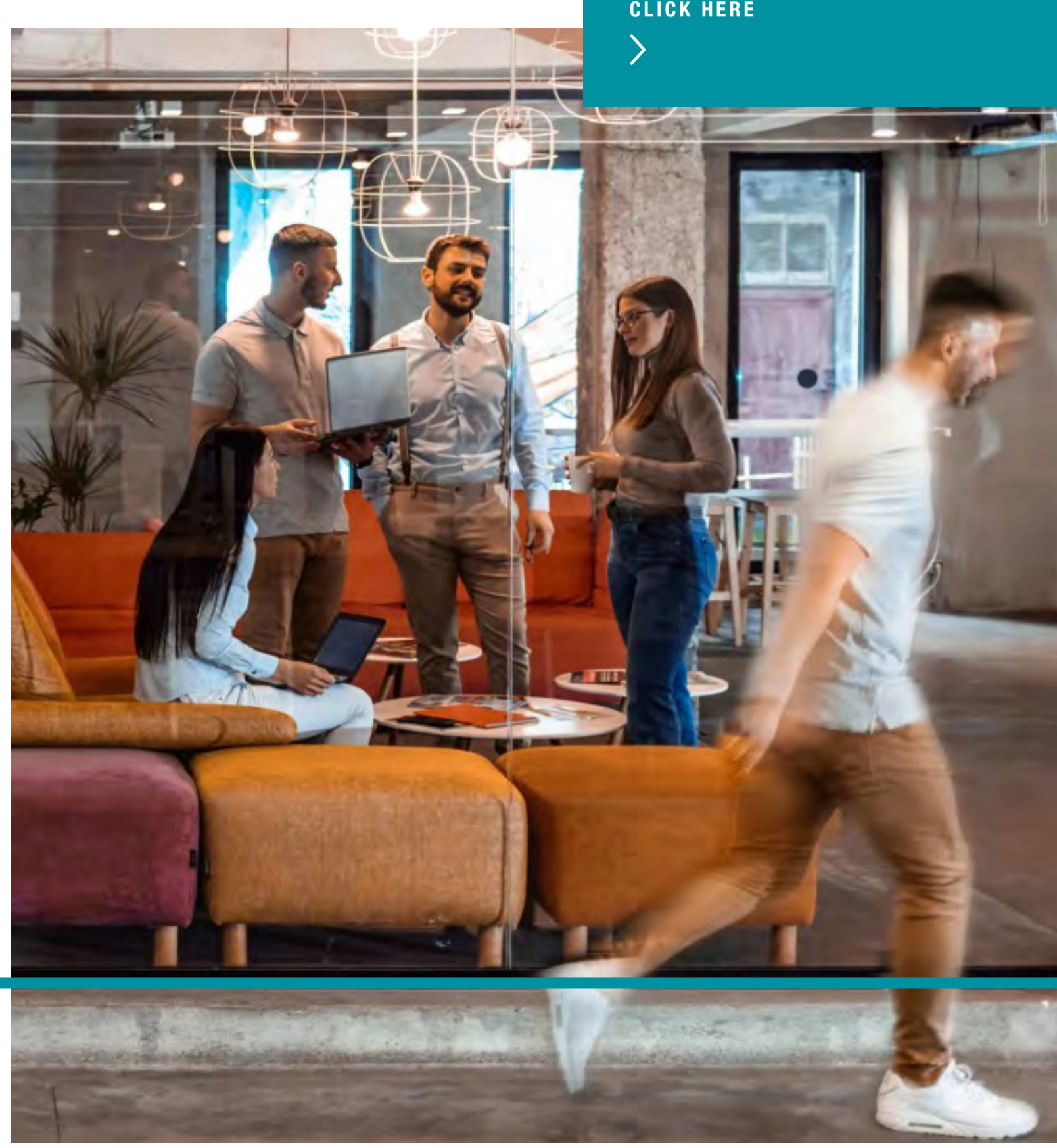
Transport
[CHECK OUT BIRMINGHAM NEW STREET](#)



Within our services and sectors, we offer roles in the following disciplines:

- Project Management
- Cost Consultancy
- Construction Management
- Commercial Management
- Civil Engineering
- Project Controls
- Facilities Management
- Mechanical and Electrical Engineering

- Responsible Business (Sustainability)
- Procurement
- Risk Management
- Building Surveying
- IT Consultancy
- Data Analysis
- Design Management
- Architecture



For further information about sectors

[CLICK HERE](#) >

02 PROFESSIONAL QUALIFICATIONS AND MEMBERSHIPS

You will receive guidance and support from mentors and counsellors while working towards obtaining professional accreditations including: **CIOB, ICE, RICS, APM, IChemE, IMechE** and others (dependent on your role).



03 INTERNATIONAL OPPORTUNITIES

From London to Hong Kong, New York to Nairobi, we work with clients around the world to shape cities and build sustainable communities that meet the needs of the future.

Here at Mace, you have the power to create a long-lasting and diverse career. Once you've completed your programme, you can use our internal Global Opportunities Portal to apply for your next adventure in one of our global locations

Whether you're looking to travel the world, or step into a new sector, there's plenty of opportunity for you to explore.

Our five global strategic hubs are:

- UK and Europe
- Americas
- Middle East and North Africa
- Sub-Saharan Africa
- Asia Pacific

04 IMPACT FROM THE START

At Mace, Emerging Talent have the opportunity to have an impact from day one.



"I love the openness that's given at Mace – my suggestions and ideas are always appreciated and taken into consideration by management."

Romario Cazaubon
Apprentice



"I was made to feel a part of the project team immediately, and I learnt about many different aspects of the works on site. I was very eager to come back after my placement."

Ansam Saleh
Graduate & previous placement



"I love the independent nature of my role – I'm responsible for the delivery of activities on my project, despite having limited experience."

Beth Nagle
Graduate

05 MAKING A DIFFERENCE

With a career in construction, you can change people's lives and the communities in which they live.



Rejuvenating the Manchester Royal Infirmary Emergency Department.

6 new operating theatres

8 dedicated recovery areas

5,174m² total gross internal floor area

[READ MORE](#) >

Striking the perfect balance between safety and functionality at the DFL Cyberpark in Delhi, India.

25,000 people capacity

100% recycled water for landscape demands

45% The building's water requirement reduction

[READ MORE](#) >

Setting new standards for sustainable solutions at Marshgate, the latest edition to the University College London Campus.

17.3+ cubic meters of timber waste saved

1,200 tonnes of carbon savings

34,000 sqm of academic and research space

[READ MORE](#) >

THEY SAID IT WASN'T POSSIBLE, BUT...

Total Group Turnover
£1.97bn

(December 2021)

Donated over
£5.5m

to help disadvantaged people and communities through the Mace Foundation since it was set up

(2022)

91 Charities supported

43%

Female apprentices, graduates and undergraduates recruited in 2022

(August 2022)

53rd

in RateMyPlacement's Best 100 Student Employers

(2021-2022)

37th

in the Top 100 Stonewall Workplace Equality Index

(2022)

Over **320** Wellbeing Ambassadors

globally supporting the health and wellbeing of all Mace people

9th

in RateMyApprenticeship's Top 100 Employers

(2022-2023)

Disability Confident Employer status

Level 1

(2022)

87%

of our colleagues strongly agree or agree that they're able to be themselves at work

(February 2022)

47%

Apprentices, graduates, and undergraduates recruited from ethnic minority backgrounds in 2022

(August 2022)

MACE FUTURE GROWTH AIMS

Value to society by 2026

£700m

Client satisfaction score by 2026

85%

Colleague engagement score by 2026

85%

Margin growth

20% annually

[Apply here >](#)

MACE AWARDS

WINNER
Best Advanced Apprenticeship

The School Leaver Awards 2019

WINNER
Best School Leaver Programme

The School Leaver Awards 2019

TOP 100
Apprentice Employers

RateMyApprenticeship.co.uk 2021-2022

TOP 100
School Leaver Awards

The School Leaver Awards 2017

WINNER
Apprenticeship Awards, Central & Greater London

Apprenticeship Awards 2020-2021

Stonewall Ranked 37th in Stonewall Workplace Equality Index

Stonewall Workplace Equality Index 2022

13 Awards at the 2021 Royal Society for the Prevention of Accidents (RoSPA) annual awards

Business in the community
The Prince's Responsible Business Network

Race at Work Charter signatory

MEMBER
Hidden Disabilities Sunflower scheme

The School Leaver Awards 2017

Disability Confident Employer

Level 2



To find out more and apply for Mace's Emerging Talent opportunities, please click the link below.

[Apply here >](#)