



waterman  
moylan

# Become a graduate with us

Kick-start your career

# Kick-start your career in engineering

A career in engineering is much more diverse than people often realise. Spanning a wide variety of specialist areas, this field is constantly evolving to suit the dynamic requirements of the modern world, underpinned by new technologies and leading-edge research.

A graduate role within our multidisciplinary team offers you the chance to explore this exciting world, enabling you to learn which part of this industry is best suited to you whilst making a lasting impact on the communities around you. Our welcoming team is working on some of the most prestigious and innovative projects in Ireland and across the world. From sustainability-focused offices and commercial premises to cutting-edge education facilities and from award-winning urban regeneration projects to major infrastructure networks, our people contribute to schemes across a huge range of sectors.



Net Zero  
Sustainability



Building Services



Structures



Transport and  
Infrastructure



Environmental

Our Graduate Development Programme (GDP) gives you the opportunity to gain practical skills by contributing to real-life projects, all whilst working with an experienced mentor who will support you throughout your time with us.

Our GDP, which typically runs for two years, ensures graduates obtain the core skills and attributes required to apply for Chartered status with Engineers Ireland or other professional institutions. Each new graduate is assigned a mentor selected from our team of experienced engineers to guide and review their progress, and they will work closely with the graduates as they support the delivery of projects.



The programme sets out the various skills and expectations underpinning what it means to work as a consulting engineer. This includes technical skills relating to key materials such as concrete, steel and timber, along with masonry design and civil engineering systems such as foul and surface water drainage, pumping stations, watermains, road alignments and traffic engineering systems. In addition, graduates' skills in report writing, communications, time management, structuring workloads, carrying out site visits and attending meetings will also be developed.

External training and courses, such as those included in Engineers Ireland's and the Association of Consulting Engineers Ireland's own graduate programmes, are incorporated within the GDP, complementing the development checklists of our own programme. Our inhouse CPD sessions, which are organised once a month and are aligned to Waterman Group online sessions, also add to the outcomes of the programme by boosting graduates' technical knowledge and development.



## Seeing visions come to life

**It's crucial for our graduates and young engineers to experience live construction sites to see how their work comes to life!**

Our interns and graduate engineers visited two sites in the Adamstown Strategic Development Zone (SDZ). The Adamstown development is the pioneer SDZ in Ireland, with approximately 10,000 homes due to be delivered for this sustainable town of approximately 25,000 people. They were able to tour the live construction sites, Aderrig 3 and Tandy's Lane 2, where they were able to observe an array of different construction activities including road construction, foul and storm drainage installations, foundation excavations, ground floor substructure works, timber frame building installations, to the final landscaping and show house preparations.

## Working alongside industry experts

We believe in nurturing talent and fostering innovation. As a Graduate with us, you will work with our highly experienced team members and be part of a dynamic team that is shaping the future of engineering.

### Key benefits to joining us



#### Cutting-Edge Projects

Work on exciting projects that push the boundaries of technology, sustainability and innovation. You will have the opportunity to make a real impact.



#### Career Advancement

Your career progression is important to us. We offer clear pathways for advancement and support your journey to becoming a specialist in your field.



#### Collaborative Environment

Join a team that values collaboration and creativity. Our open and inclusive culture encourages you to share ideas and work together to solve complex challenges.



#### Work-Life Balance

We understand the importance of balance. Enjoy flexible working hours, wellness activities, and a supportive work environment that prioritises your wellbeing.

# Your first-year journey and beyond

For us, mentoring is an important process to guide, develop, motivate and support our young engineers. We provide support and encourage our graduates to challenge their own learning, set goals and develop their skills.

Our experienced mentors provide support and encouragement, allowing our graduates to challenge their own learning, set goals and develop their skills. By sharing technical knowledge through stories about their own career and life experiences, our mentors help graduates apply this to real examples, supporting their progress towards achieving their goals.

## CAREER DEVELOPMENT



## CHARTERSHIP



## MENTORING

### Onboarding and Training

Your journey begins with an onboarding programme designed to familiarise you with our company culture, values and projects. You will receive hands-on training and be introduced to your team and mentors.

### Project Involvement

From day one, you will be involved in real projects, gaining practical experience and contributing to meaningful work. You will have the opportunity, if desired, to work with different departments to get a well-rounded understanding of what we do.

### Mentorship and Guidance

You will be paired with a mentor who will provide guidance, support and feedback throughout your first year. This relationship is crucial for your professional growth and helps you navigate your career path.

### Career Development

We arrange regular workshops, seminars and training sessions to enhance your skills and knowledge. You will also have access to resources that support your journey towards chartership.

### Performance Reviews

Regular performance reviews will help you track your progress, set goals and identify areas for improvement. We are committed to your success and will work with you to ensure you reach your full potential.



**“Our graduate programme is a fantastic opportunity for the next generation of engineers to begin their career.**

*The focus on practical involvement is invaluable when providing insight into projects and our graduates benefit from mentorship with our senior engineers who have a wealth of experience to draw from. The programme is hugely rewarding, as we are able to showcase the diverse range of opportunities a career within engineering can offer.”*

**Paul O'Connell**  
Managing Director, Waterman Moylan

## Work on award-winning projects

### Cadenza

Located on Dublin's Earlsfort Terrace, this 16,583 sqm commercial development comprises a six-storey office building above a lower ground floor and a single level basement. This exceptional project won the 'Commercial (€10m to €60m)' category and took home the Judges' Silver Award at the Irish Construction Excellence Awards.



### Clerys Quarter

The major redevelopment of Dublin's Clerys Quarter has won multiple prestigious awards including the Institution of Structural Engineers (IStructE) Ireland Award in the 'Structural Large Project' category, and the 'Structural Large' award at the Association for Consulting Engineers Ireland Awards.

## Capital Dock

This prime mixed-use 4.8 acre-waterfront scheme in Dublin's central business district offers a blend of contemporary office, residential units and retail spaces across 60,000 sqm. The development won the 'Residential' award category at the virtual Irish Construction Excellence (ICE) Awards.



## Clancy Quay

This residential-led mixed-use scheme saw the addition of 877 new homes in Dublin and was selected as both the overall winner and Dublin's best public/private sector project at the Excellence in Placemaking Awards.



## Woodside Social and Affordable Residential Development

A collaboration between Respond and Tuath Approved Housing Bodies, this development includes the first purpose-built cost-rental homes in Ireland. Offering 50 cost-rental homes as part of an overall scheme of 155 social and affordable homes, the project also incorporates a community facility, along with a variety of green spaces. The development is shortlisted in the 'Social & Affordable Housing Over €5m' category at the Irish Construction Excellence Awards.



## Honeypark, Dun Laoghaire

This large urban residential scheme delivered a range of housing, apartments, local shopping centre and leisure facilities on the site of the Dun Laoghaire Golf Course. The heart of the development is a large man-made lake feature with reedbed forebays, into which all surface water drains and is cleansed before release gradually to the public sewer system. Overall winner, Environmental Project of the Year, in Sustainable Energy Authority of Ireland Awards.

# Life at Waterman Moylan

**We believe in forging a better future for the communities we help create.**

That's why people from across our team work closely with select charities, clients, stakeholders, and local communities to support charitable industry events, raise vital funds for important causes, and leave a positive legacy through every project we deliver. Through our volunteering, sporting, and education programmes, we actively support and invest in local communities, schools, and selected charities.

## Dragons at the Dock

We enter a team each year in the annual boat race event organised by the Construction Industry to raise funds in aid of charities supporting the homeless.



## Cosgrave Charity Football Tournament

The team took home both the Men's and the Women's cups at the 18th annual Cosgrave Developments charity five-a-side football tournament. Each year, 15 companies from across the property sector go head-to-head to raise money for the Irish Cancer Society, which aims to support those affected by and suffering with Oesophageal Cancer. Our Men's team is also the reigning champion of the East Point Business Park annual competition.



## Grant Thornton Corporate 5K

Four members of our team completed the 5k team challenge in aid of Simon Community, a charity that supports the homeless in Ireland. Team members regularly take part in charity runs across the city.

## Kieran O'Neill's Two Fingal Mayor's Community Volunteer Awards

Kieran won in the Community Facilities category as well as the overall Fingal Mayor's Community Volunteer Awards for his contributions to Castleknock Community Centre. The centre promotes the cultural and educational development of young people including physical education and sporting activities to develop and promote community facilities.

## UCD Civil & Structural Engineering Society

We provide sponsorship on an annual basis to help fund the Society's activities and social events, and we are editorial contributors to the Society's magazine.



**“As part of my graduate programme, I visit the site of the project on which I am working in the office once a week to conduct inspections alongside our resident engineer.**

***These visits provide invaluable insights, allowing me to see firsthand how the designs are implemented and giving me a better perspective on the practical aspects of construction. This experience has greatly enhanced my ability to design with a deeper appreciation for how these elements come together on-site.”***

**Ronan Furlong**  
Graduate Structural Engineer

# Want to join us?

We'd love to hear from you if you have a thirst for knowledge, are passionate about making a lasting impact through your professional work and want to help shape the future of both our company and the built environment.

By joining our team, you will have access to a whole range of learning and development support, helping you unlock your potential and giving you a great start to your career!

We are serious about helping our people achieve their career goals and we offer tailored support to speed you on your way to a professional qualification, chartership or higher-level qualification.

## What you need to apply

You will be working on property development projects across a variety of sectors, including commercial, residential, retail, and education. You will help prepare scheme designs for planning, detailed designs, and tender packages, as well as being responsible for monitoring the quality of works on site and addressing queries from contractors.

You will have excellent communication skills, both written and verbal, and you will be skilled in preparing technical reports to a high standard. You will ideally have a minimum of a Level 8 degree add in a relevant engineering discipline from a recognised third level institution.



# Get in touch

If you would like to learn more about our graduate programme, please contact:

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t: +353 1 664 8900

You can also check the careers section of our website for current opportunities.