

CIVIC

Early Careers



Civic *adjective*

/ˈSIVIK/

of the place and the people.

Civic is a team of system thinkers in the built environment.

We're creating positive impact for people, place and the planet.

Given the climate and societal change we must respond to and recognising that the environment functions as a single system, we've carefully curated a team centred around built environment engineering, alongside transport, heritage, archaeology, sustainability, and place-based consultancy.

Team Civic is a 230+ people strong practice united by its creative belief, bringing art and science together to solve problems.

Together we're thoughtful, considerate disruptors with a clear mission - to care for and protect our climate and communities.

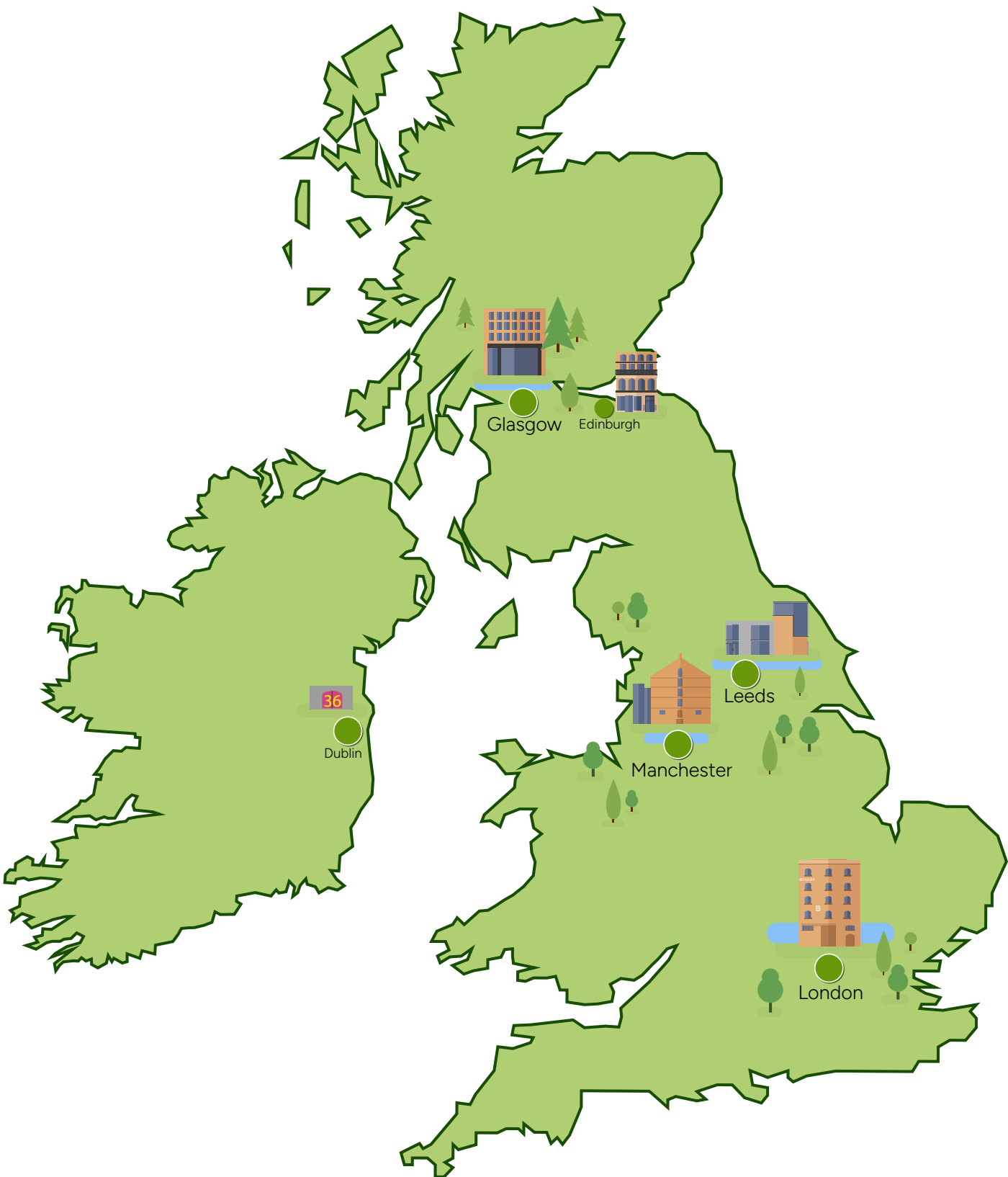
We are passionate about our responsibility to leave a positive legacy through our work, for neighbourhoods now and the next generation. This is reflected in the vision we have set ourselves of having a positive impact on the environment and enabling people to lead healthier and happier lives.



team-civic.com

**thriving
together**

Our Reach and Range of Services



Our Values

We are proud to be a values-led business.

Collaborative:

We understand the importance of being open to discussions, sharing ideas and finding better ways of working.

Curious:

We are always listening, learning and asking questions in the pursuit of better designs and solutions.

Ingenious:

We are lateral thinkers, innovators and problem solvers; we have a strong track record in unlocking hidden value on projects. We confront risk rather than seeking to simply avoid it.

Helpful:

We are responsive and bring positive action and insight to the challenges faced by our clients and their communities. We go the extra mile to deliver excellence in our service at every stage.

Passionate:

We are passionate about engineering and the positive contribution it can have in improving people's lives. Through the projects that we deliver we help to create a lasting legacy.



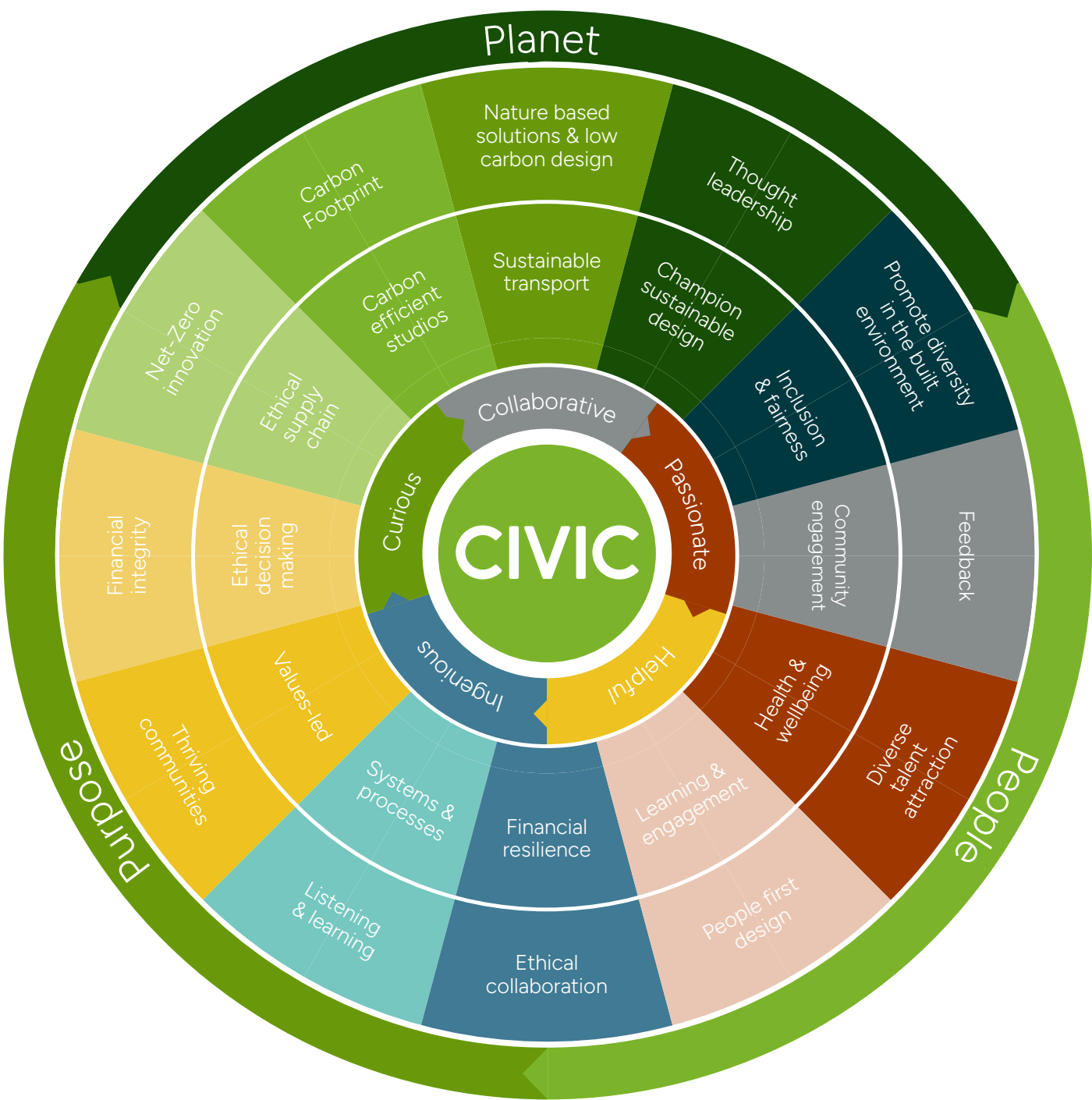
Our Conscience

Since the inception of our practice, we have pursued an industry-leading sustainable design agenda, prioritised nature-based solutions and made well-informed decisions, guided by our vision and values. This initially evolved into our 'Climate Charter'.

Over time, and in recognition of the challenges we face as a society, we realised our responsibility and the impact we have on our environment and people's lives is more profound, interconnected and far-reaching. This inspired us to evolve our guiding principles into 'Our Conscience'.

'Our Conscience' is a framework to enable us to make the right decisions, take action and help achieve our vision. It governs everything we do as a responsible business, from both an internal and external perspective.

It is our response to the ESG agenda. It is a 'living' framework, designed to reflect the people we are, how we behave, feel, collaborate and act. Our 'Planet' stands for 'E'; 'People' for 'S', and 'Purpose' for 'G'.



Award Winning



Consulting Firm of the Year



Eden Building, New Bailey, Manchester



Doncaster Corn Exchange



Stretford Kingsway, Trafford, Greater Manchester



Market Street, Oxford



Statkraft Office Fit Out, Garment Factory, Glasgow



The Elephant, Former House of Fraser, 318 Oxford Street, London



Park Hill, Sheffield



Northfield Grove, Edinburgh



Altrincham Public Realm, Manchester

**What we
provide**



Benefits



Annual Leave

In addition to statutory bank holidays, you can enjoy 26 days annual leave inclusive of 3 days over the Christmas and New Year period when our studios are closed.



Sick Leave

4 weeks full pay. We offer an additional 2 days per annum which can be taken as Mental Wellness Days.



Volunteer Leave

Giving something back to a community that you have a passion to help. This can include overseas charity you have ties with.



Health and Wellbeing

- Flexible Working
- Mental Health First Aider Support
- Diversity & Inclusion Network
- Team Activities
- Ad-hoc team lunches.
- Fresh Fruit
- Team Away Days
- Health & Wellbeing Speakers



Health Care Cash Plan

Health care cover provided for you and any dependants. This plan gives you 100% cash back on a wide range of healthcare treatments.



Profit Related Bonus

If our overall profit exceeds 12% then a portion of this will be given into the bonus pot to be distributed to the team.



Professional Development

We reimburse fees for professional memberships relevant to your role and allow for 2 days paid study leave and paid leave to sit your exams



Mentoring

All early careers team members will be paired with a mentor. This will be a personal developmental relationship with a more experienced or more knowledgeable team member.



Season Ticket Loans

To help spread the cost of travel to work we are offering you the opportunity to purchase your season ticket via a loan from us.



Cycle to Work

You give up part of your salary in exchange for a bike, giving you income tax and NI savings. The value of the voucher is deducted from your salary in monthly instalments.



Better Normal

Our working hours are 36.5 hours, 7.5 hours a day (6.5 on a Friday), with core hours 10.30-4.30 with a mix of studio and home working 3 days per week in the Studio.

Our Culture

CIVIC

DIVERSITY & INCLUSION NETWORK

THE ENGINEERS REUSE COLLECTIVE

PLACED
ACADEMY

TIMBER DEVELOPMENT UK MEMBER

Climate
Emergency
Response
Group

S E R
Structural Engineers Registration Ltd

HIGH STREETS TASK FORCE

UK GBC
Member

ice Approved Employer

Mental Health First Aider
MHFA England

SUPPORTER
REGENERATION BRAINRY

SME Climate HUB

disability confident
COMMITTED



buildingequality
Building an inclusive construction industry

GREATER MANCHESTER GOOD EMPLOYMENT CHARTER

STEM AMBASSADORS

MEMBER OF
The 5% Club
APPRENTICES AND GRADUATES
INVESTING IN A GENERATION

The Institution of
StructuralEngineers

CIVIC
ACADEMY

Carbon footprint standard
Carbon Neutral Organisation

URBAN DESIGN GROUP

We are a
Living Wage
Employer

West Yorkshire
FAIR WORK CHARTER

Life at Civic



Our teams helping in the Glasgow and Manchester Maggie's centres by volunteering some of their time to Garden



The Team representing Civic at our UKREiF Party



London Team's post MIPIM Charity Quiz



The North Team's Edale Skyline Challenge



Manchester Fire Walk



Delicious Bake Sales



Some of the team at a London Marathon fundraising for Maggie's



Team Away Days & Socials



Your Journey

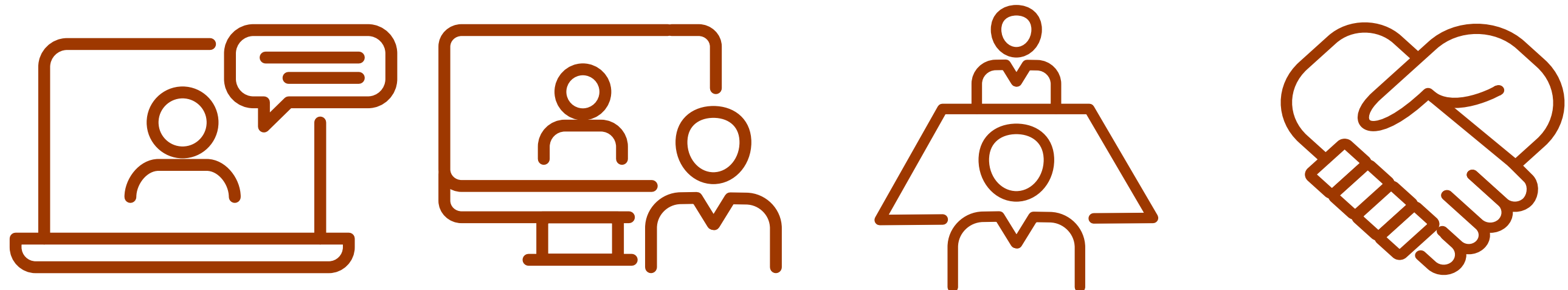


The Interview & Selection Process

Stage 1	Stage 2	Stage 3	Stage 4
Initial Teams Calls with Candidates will take place to get to know you more and find out about your interests and why you would love working at Civic.	First official interviews via Teams with more senior members of the team. This is your chance to show your curiosity by asking us lots of questions!	Second official interviews in person with Associate Directors and/or Associates. This interview will include a task/test to assess your skills.	For those of you who are successful, we will send you an official offer to join the team! For candidates that are unsuccessful, we will provide you with feedback to help you with your future applications.

Round 1 2026	September - October	October	November	November
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Round 2 2027	January	February	March	March
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Testimonials



Belle McCormack, *Graduate Civil Engineer*

Studied At: Glasgow Caledonian University
Course: Environmental Civil Engineering

Joined Civic: 2026

When I started at Civic in June 2026, I had no previous experience using CAD. Being thrown into the deep end and working on projects from day one has made seeing my skills develop and being challenged every day my favourite part of the experience. Although it has been challenging at times, the team has been supportive and always willing to help, which has made the learning process enjoyable.

I think Civic has a very forward thinking and welcoming culture. The team has made me feel very included from the beginning, and there are plenty of opportunities for me to develop my skill and continue progressing.



Jay Wilson, *Apprentice Engineering Technician*

Course: Civil Engineering

Joined Civic: 2024

I wanted to become a part of the engineering industry coming out of High School, unsure of what niche route to go down, and had no idea what a Structural Engineering role would have me doing, but after taking some time to learn about the industry and the business I got to understand the real world impact I could have on the built environment, while having a solid team to join and learn from to progress my career.

When joining, I was expecting a stereotypical stale office environment, but Civic is much more than that, we prioritise diversity and inclusion, with a big focus on communication and collaboration with attempts to have as many social events as possible, within teams, and within entire offices.



Emily Loo, *Structural Design Engineer*

Studied At: University of Bristol
Course: Engineering Design

Joined Civic: 2024

I have enjoyed working on projects with unique challenges such as Mallard Place which involves building a 14 storey building over the Crossrail 2 exclusion zone. This means we can't use piled foundations under most of the tower and have had to design innovative solutions to find ways to overcome this challenge. I have enjoyed working as a team to brainstorm possible ways to overcome the unique challenges posed by the projects we work on, and the sense of achievement when you find a solution to the problem.



Ben Morris, *MEP Design Engineer*

Studied At: Heriot-Watt University
Course: Architectural Engineering

Joined Civic: 2025

The words I would use to describe Civic in 3 words would be; Diverse, Inclusive, Rewarding.

Mehrad Akhondi, *Structures Intern*

Internship: 2026

Having been exposed holistically, I have found my experience within the structures team very enriching, whether through site visits, attending external design team meetings, hand-drawings, Tekla modelling, or being involved in a variety of tasks across different projects. If I were to name one project, I would say producing structural drawings for Christ's Hospital School, a listed building. This has been a particularly formative experience, and it was very rewarding to see the completed set of drawings.

I am a system thinker.

I imagine sustainable places, healthier communities, and smarter cities.

I design, I question, I listen, I collaborate.

I believe a better built environment will make people's lives better.

What kind of thinker are you?

Be a system thinker. Be a Civic Graduate.

We are hiring in our Manchester, London, Leeds, Glasgow, Edinburgh and Dublin Studios, with new team members starting with us in September 2026.

You will be contributing to the design and engineering of a wide variety of interesting and exciting projects throughout the UK and Ireland – from new and existing buildings to the streets, infrastructure and public realm that connect them. You will have the opportunity to collaborate with industry experts, award-winning designers, archaeologists, sustainability specialists, and high-profile public and private clients. As a Civic Graduate you will develop both your technical and managerial skills.

We're looking for talented and motivated graduates with qualifications in;

- Civil, Structural, Geotechnical and Transport Engineering
- Building Services and Environmental Engineering
- Sustainability and Climate-resilient Design
- Archaeology and Built Heritage
- Community Engagement and Placemaking

The ideal candidate will be **collaborative**, **curious**, **ingenious**, **helpful**, and **passionate** about the built environment and making a positive impact for **people**, **planet** and **place**.

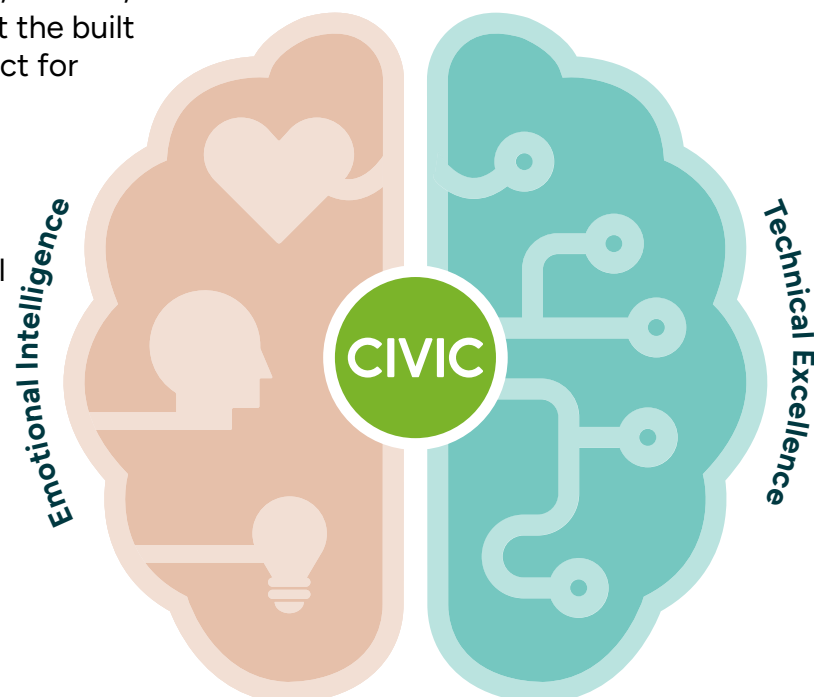
Is this you?

Then please contact us for a confidential chat with our team.

Send your CV or even just a small introduction to us at

recruitment@team-civic.com

and we will get back to you.



Strength in difference.

CIVIC