



# Build something special

## Early careers programmes

isg

Fit out  
Construction  
Engineering services

Apprenticeships  
Industrial placements  
Graduates

**Building something special at ISG means creating a place in which our people can belong and thrive, where you feel valued and are recognised for your hard work.**

**Building something special is about empowering you to have an impact and leaving a legacy in the communities where you work, having development opportunities to achieve personal and professional career ambitions, and making a difference to your team and ISG.**

**Your journey to build something special starts here, and we want to support you to make your mark, reach your goals, and know your value.**







Holyrood Distillery, Edinburgh, UK



Rory Montague, Graduate Trainee

## Joining one of ISG's early careers programmes means taking your first step in building something special for yourself and the communities where we work.

At ISG, we are committed to developing our most important asset – our people. Our early careers talent are crucial in ensuring we have a pipeline of bright, capable and driven people to deliver thriving places. Our aim is to give you the best experiences and development opportunities we can offer, helping to build the foundations of your career and enabling you to fully realise your potential.

Our vision is to become the world's most dynamic construction services company, delivering places

that help people and businesses thrive. We're proud of the unparalleled track record and reputation for delivery we've built over 30 years, and we're even prouder to work with some of the world's most successful and enduring businesses, cities and institutions.

Our leaders of tomorrow – our graduates and apprentices – have worked on some hugely innovative and cutting-edge projects, including at The O2 in London, UK, constructing Bristol Business School at the University of the West of

England in Bristol, UK, and fitting out state-of-the-art offices for a global technology company in Munich, Germany. These iconic projects have helped our graduates and apprentices to develop the knowledge and skills they need to fast-track their careers and make an impact.

To learn more about joining #TeamISG and your role in delivering thriving places, visit [isgltd.com/earlycareers](https://isgltd.com/earlycareers).

**Matt Blowers**  
Chief Operating  
Officer

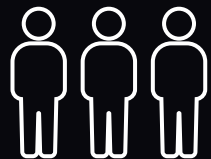


## ISG in numbers

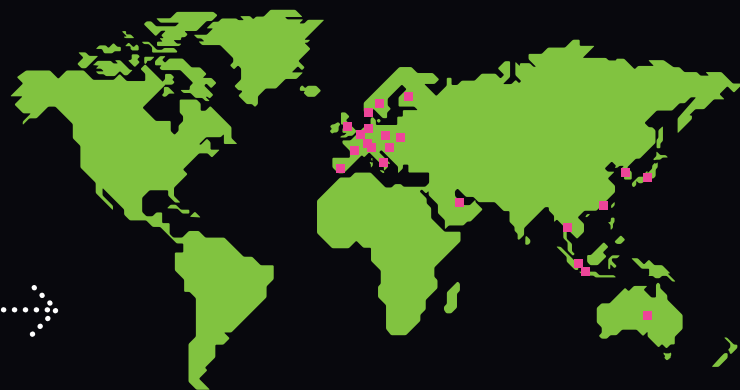
We employ over

**2,800**

people



operating across **25** countries



with **3** service lines



Fit out



Construction



Engineering services

with a turnover of

**£2.6 bn** per annum

across **5** sectors



Offices



Technology,  
science and  
health



Retail



Hospitality,  
leisure and  
living



Education  
and public  
sector

and in 2017-2018 we raised

**£200,000**

for Macmillan Cancer Support

and so far we have raised

**£130,000**

for Mental Health UK

Mental  
Health  
UK



## Our projects

We operate across 25 countries and our UK graduates are given the opportunity to spend time on one of our international projects as part of the graduate programme.



Sir Michael Uren Hub, Imperial College London, UK



Lord's Cricket Ground, London, UK



Our projects continued:



Datacom, Kuala Lumpur, Malaysia



Corn Exchange, Manchester, UK



Temple Academy, Leeds, UK



## Our programmes

**At ISG, we have developed a comprehensive development programme to kick-start your career in the construction industry. We are committed to helping you grow your skills, ambitions and capabilities into a fantastic career.**

We foster a team culture which is supportive, inspiring and fun, and we have four core values to 'Dream smart', 'Speak frankly', 'Always care' and 'Never stop learning', which tell you what is important to us, what drives us every day, and how we get things done.

Our three early careers programmes offer people like you, who are taking your first

steps into the construction industry, an opportunity to grow from an expert-driven development programme and learn cutting-edge techniques, while fast-tracking your development and career path at ISG. Whether you are at college or university, we can offer you a tailored programme and the opportunity to be part of #TeamISG.



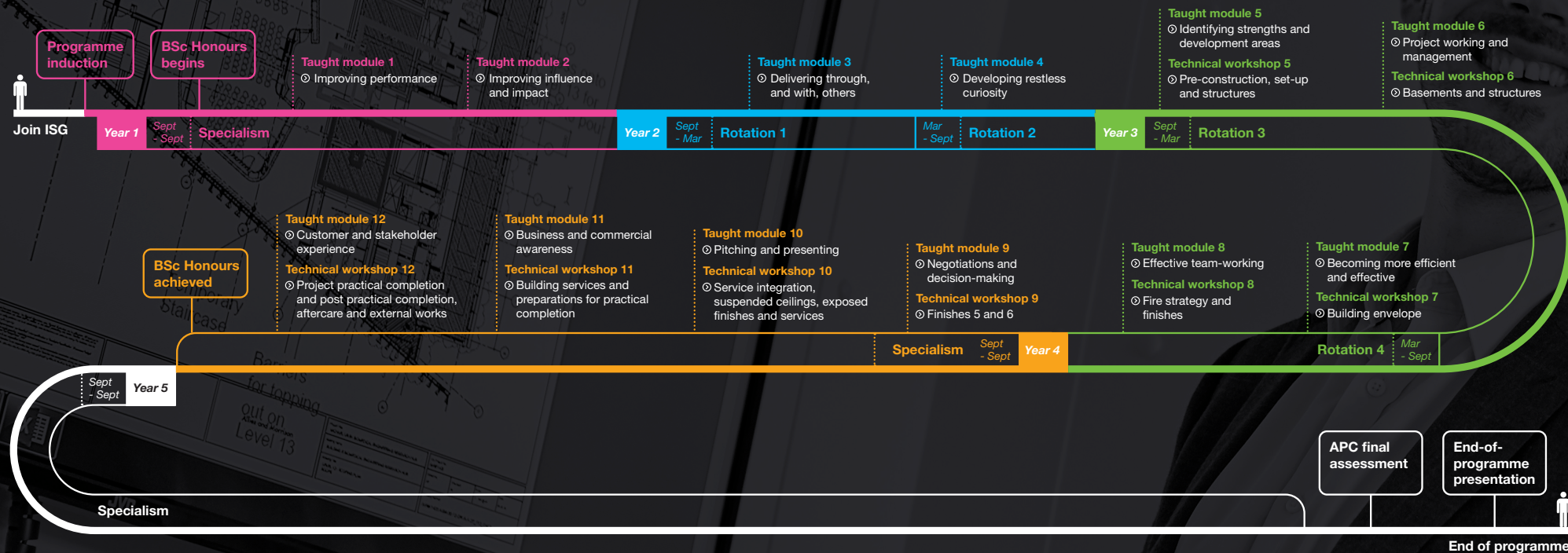
Left: Jamie Davis, Apprentice Construction Manager  
Right: Chris McCann, Apprentice Construction Manager



Zahra Ghaffari, Graduate 2016



# Apprenticeships



Our apprenticeship programme has been designed for you to work within one of **three core disciplines of construction management, quantity surveying or building services management.**

This five-year programme has been designed to provide a balance of hands-on experience and academic learning to support your development.

an understanding and appreciation of where and how your chosen specialism fits into a typical project life cycle.

During the programme you will experience rotations through different departments, providing

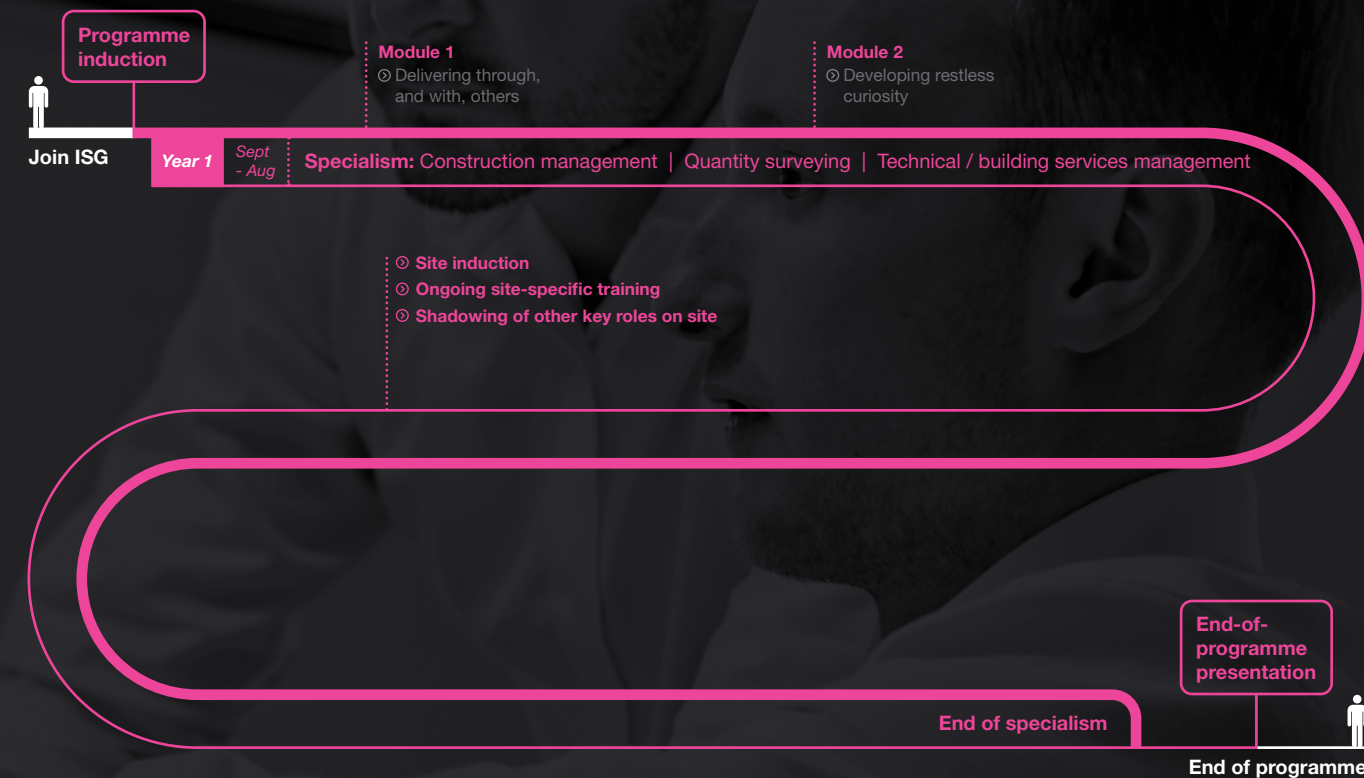
You will complete a sponsored degree and ongoing training.



## Industrial placements

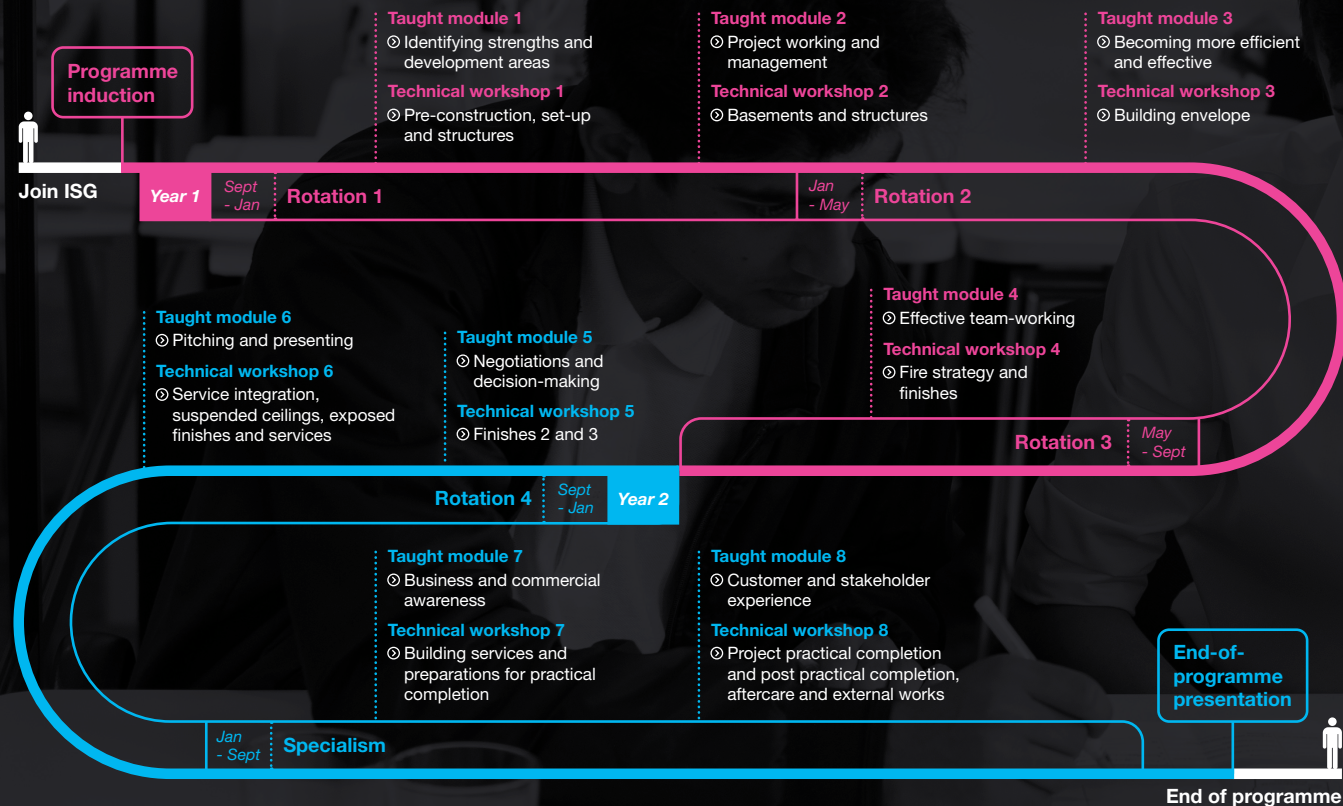
Our industrial placement programme has been designed to give current university students an insight into what it is like working within construction in one of three core specialisms – construction management, quantity surveying or building services management.

This one-year programme will give you insight into the construction industry, as well as complement your studies with hands-on, technical work experience.





# Graduates



**Our graduate programme has been designed to give recent graduates the breadth and depth of knowledge they need for careers in construction management, quantity surveying or building services management. Our two-year programme will create a solid foundation to help support your career.**

Our programme is rotational and designed to give you the opportunity to work across different departments and specialisms, giving you the chance to understand various areas of our business and work on various stages of a project life cycle.

This approach not only helps create a solid foundation

for your career, it also gives you the opportunity to work with, and learn from, experts across ISG who are at the forefront of the construction industry.

The programme is supported by a taught syllabus and a technical workshop programme, ensuring you are learning the cutting-edge

and tech-led approach that ISG applies to its projects.



## What we can offer

**Our people are what make us stand out from the crowd. Our four core values are at the heart of all we do, and we create a culture where our people are encouraged to be bold, challenge the norm and continuously learn.**

As our people are our most important asset, we aim to reward and develop them in the best way possible, to help support them in their personal and professional career ambitions. We offer a competitive starting salary, a great benefits package tailored to recognise and

reward, as well as a variety of methods and support to help you to develop in your career post programme.

Our 'more for you' programme includes:

more:->for you

### More :-> health

Your health and well-being really matters to us. We offer a variety of benefits with your health and well-being in mind, including well-being allowance, free eye-care tests, a cycle-to-work scheme, and more.



### More :-> recognition

Our Value Awards recognise our people who go the extra mile, and bring together the 'Best of the best' from across the globe for an annual gala dinner. Our long-service awards recognise our employees at frequent milestones.



### More :-> quality time

We appreciate that our people work hard. In addition to 25 days' holiday we provide an extra 'You Day' to spend however you want, plus we finish at 16:00 on Fridays so that you can start your weekend just that little bit earlier.



### More :-> peace of mind

As well as private health cover and a pension scheme, we have a number of compassionate policies in place to give you the support you need when it matters the most.



## Application process and entry requirements

**We are committed to the development of our people to continue the cutting-edge work we are doing within the industry. If you're ready to start your career with us, then apply now, and start your journey in #TeamISG.**

Magda Miazga, Graduate 2017  
Will Kirkpatrick, Graduate 2017

### **To be considered for one of our programmes, you will:**

- be on track or obtained a minimum 2:2 undergraduate degree
- have a minimum of 96 UCAS (240 old system) points from A-levels / BTEC / equivalent qualification
- achieved a grade C (or equivalent) in GCSE maths and English language
- be passionate about construction and have a drive to deliver top-quality results
- be personable and a team player with great communication skills.

### **Our process is simple, effective and designed to show you at your best:**

1. Complete the online application form and upload your CV
2. Successful candidates will be invited to complete an online aptitude test
3. Video interviews for those candidates who meet the test requirements
4. Final stage assessment centre including further interviews and unseen group and individual activities

All applications should be submitted via our website: [isg ltd.com/en/careers/earlycareers](https://isg ltd.com/en/careers/earlycareers). We aim to respond within five working days.

Investec, London, UK



## #TeamISG

Here's what our early careers talent have to say:

"I enjoy every day because I know that I'm working towards something. I'm looking at completing my degree, and then it's onwards and upwards in the surveyor game for me."

**Bally Gill**  
Trainee Quantity Surveyor

"I joined the industry to make a difference, and now I'm helping to break the cycle of discrimination for ex-offenders."

**Harriet Wade**  
Social Value Co-ordinator



*I'm around experienced people who share knowledge with me every day.*



*Making a difference to people's lives is what inspires me in my role.*



*The variety of work excites me – each week I look forward to seeing what I'll be learning when I get to work.*



**DIRECTING ISG'S NEW  
HEALTH AND SAFETY VIDEO.**

"I've been so pleased to get the opportunity to work with ISG. I'm really fortunate – it's given me a grounding in construction and a really clear vision of where I want to get to next."

**Hasti Rezvan**  
Placement Student

"Every day at ISG is different. I am working on a new, state-of-the-art, five storey teaching block for Richmond upon Thames College in Twickenham. I've experienced the project from the groundworks stage through to near completion, so I've had exposure to all the different trades and sequencing stages of a project."

**James McCulloch**  
Placement Trainee

“The new space looks amazing as you come into the building – it’s decked out in the college colours, and it just makes you want to learn.”

**Haaroon Belaid**

Apprentice Construction Manager

“Joining ISG straight out of sixth form was a no-brainer for me – I really am getting the best of both worlds. It can be a challenge to study while you work, but once you get the hang of it, you couldn’t find a better way to do things.”

**Ajmeet Kakkar**

Apprentice Construction Manager



*My part-time passion turned into my dream career.*



*Every day I learn something new, no two days are the same.*

## Are you ready to build something special?

**Take up the challenge and have the experience that builds the foundations of your career.**

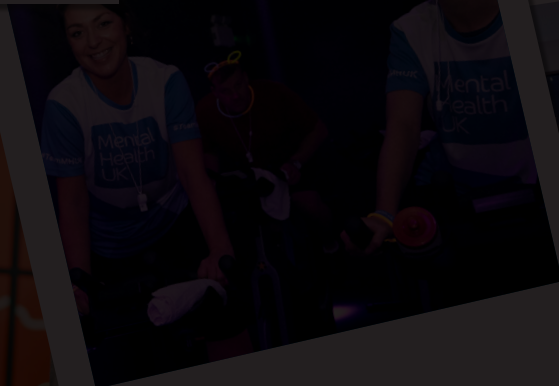
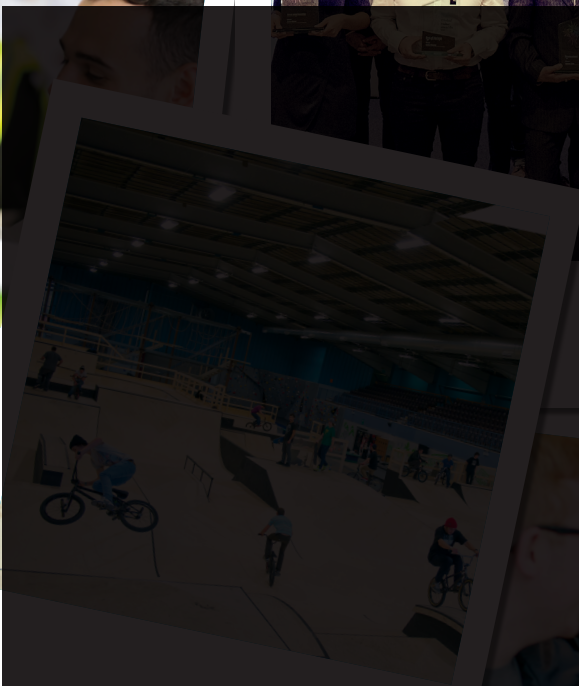
**To start your journey apply online at [isgltd.com/en/careers/early-careers](https://isgltd.com/en/careers/early-careers)**

**Or contact our early careers team at [ISGgraduate@isgltd.com](mailto:ISGgraduate@isgltd.com).**

Find @isgltd on LinkedIn, Twitter, Instagram, Facebook and YouTube.

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ISG2953 (09/2020)