



SHAPE YOUR FUTURE

GRADUATE PROGRAMME



**Best
Workplaces™**

**Great
Place
To
Work®**

**IRELAND
2021**

OUR VALUES

At the core of our culture is a set of values that bring out the best in our people and helps contribute to our client's success.

LEARNING &
LEADERSHIP

RESULTS AND
VALUE
FOCUSED

COMMUNICATION

HONESTY

QUALITY

SUSTAINABILITY

OUR VISION

A prominent Irish multidisciplinary building consultancy, operating in a unique work environment, growing sustainably, while enhancing our community and the lives of our people and their families.

OUR MISSION

To design and build a better world by delivering sustainable solutions for our clients and creating a supportive workplace for our people.

SHAPE

YOUR

FUTURE

Every graduate knows how important training, mentoring and exposure to clients are. At ORS, we bring this to life by offering you industry-leading development opportunities, total support in obtaining professional qualifications and the opportunity to be part of a multidisciplinary team that thrives on teamwork and innovation. The objective of the ORS Graduate Programme is to launch you on a fast track to career success. We have a number of exciting opportunities for graduates across a broad range of engineering disciplines. Our two-year Graduate Programme is designed to enable you to achieve professional accreditation and chartership through real-world experience.

WHAT WE ARE LOOKING FOR

We know it is our people and their passion for delivering superior quality and value to our clients that sets us apart. ORS employees come from a wide range of diverse backgrounds and disciplines. From our directors to our graduates, we are all here to design and build a better world for our clients and a successful career for ourselves. Combined with strong academic results, we are seeking people who are trustworthy, technically competent, strong communication skills with an excellent work ethic and willingness to learn, and passionate about what they do and their personal development. We invite applications from undergraduates and postgraduates in various fields. These include:

**CIVIL AND
STRUCTURAL
ENGINEERING**

**CONSTRUCTION
AND PROJECT
MANAGEMENT**

**HEALTH AND
SAFETY
MANAGEMENT**

**FIRE
ENGINEERING**

**ENERGY
MANAGEMENT**

**ENVIRONMENTAL
SCIENCES**

WHAT TO EXPECT

Your progress is our priority. From the outset, you'll be working with clients, learning from your team, sharing your unique perspective and making a difference. Throughout the two-year Graduate Programme, you will gain 'hands on' project experience working with professional and experienced teams. You'll be encouraged and expected to think for yourself, use your initiative and work collaboratively to deliver cutting-edge solutions for our clients.

MENTORING

Graduates mentored by Associate/Director
Cross Team Buddy System
Opportunities to cross skill in other disciplines

FLEXIBILITY

Flexible Working Policy
Casual Dress Code
Remote Working

DEVELOPMENT

Induction Pack
Yearly Formal Reviews
Career Builder Package
Open Door Policy

EQUIPMENT SETUP

Remote Working Setup (Zoom/MS Teams)
Mobile Phone
Laptop

Continuous Professional Development (CPD)

Weekly Internal CPDs
Postgraduate in Professional Engineering through Engineers Ireland for graduates

Welcome from our

MANAGING DIRECTOR

At ORS, we believe that key learnings come with professional and personal experience. Our ethos is centred around transparency and openness, and our Graduate Programme is no different. We recognise it is our duty to help our graduates improve their key strengths while also developing their fears. As a graduate, you are an integral part of our team and everyone around you will be invested in your growth. Every year we are amazed at the calibre of graduates, and we value the fresh energy and enthusiasm each generation brings.

My journey at ORS started as a third-year civil engineering student on work placement from University College Dublin. From day one, I gained invaluable hands-on experience in surveying, software technologies and the day-to-day operations of a consultancy firm.

I was delighted to return to ORS the following year as a qualified civil engineer. The multidisciplinary approach at ORS allowed me to work across several teams from civil design engineering, environmental services and building surveying. In my first six years at ORS, I was appointed to team leader and gained Chartership with the help and support of my mentors.

In 2015, I was appointed to Managing Director, and over the past five years, the firm has grown, adapted and diversified to changes in the construction industry. While we are a different business to what it was when I started in 2002, our core values remain the same.

We are proud to be a truly multidisciplinary firm with a strong emphasis on organisational culture and a recognised Great Place to Work. We have built a fantastic team at ORS, and I very much look forward to welcoming you to our firm.

John Brennan
University College Dublin
Managing Director



Join a company

AT THE FOREFRONT OF DEVELOPMENTS



ORS is a prominent Irish multidisciplinary building consultancy with 30 years' industry experience. The firm offers design, planning and management advice that is supported by expert guidance in energy efficiency. We have a team of highly skilled designers, consulting engineers, planners, scientists and surveyors.

As a firm, we are at the forefront of training and technology. We have heavily invested in the latest cutting-edge tools to allow our experts to carry out their work efficiently and to a superior standard for our clients. ORS engages with a diverse portfolio of property developers, international project funding agencies, local authorities, government agencies and private clients. We collaborate with architects, design teams, contractors and property owners to create effective and innovative solutions for every project. The firm is also one of a small number of Irish companies who are ISO certified in standards ISO 9001, 14001 and 45001. Our service offering falls under nine key pillars.

CIVIL AND
STRUCTURAL
ENGINEERING

PROJECT
MANAGEMENT

INFRASTRUCTURE

HEALTH AND
SAFETY
MANAGEMENT

BUILDING
SURVEYING

ASSIGNED
CERTIFIER

FIRE
SAFETY

ENVIRONMENTAL

ENERGY
MANAGEMENT

OUR CLIENTS



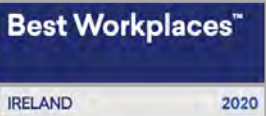
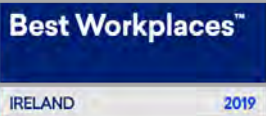
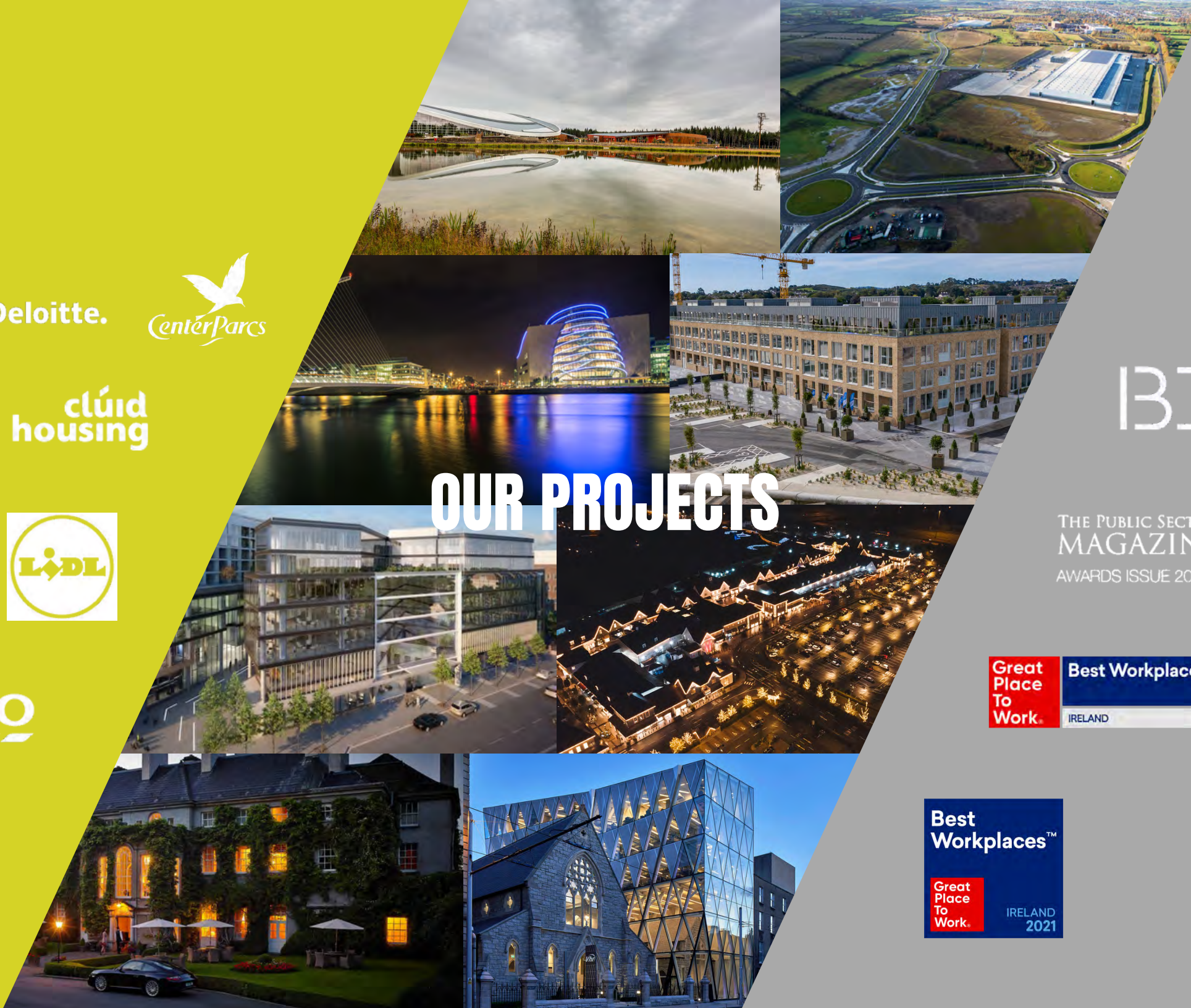








OUR PROJECTS



OUR AWARDS

Cultivating

LEADERS OF TOMORROW

Darren is a Director and Team Lead of our Tesco Project Management . Darren joined ORS in 2010 as a graduate engineer. He has since worked with a number of teams across the firm, including fire safety, civil & structural engineering and building surveying. Darren enjoys working in the dynamic and fast pace environment at ORS, where his commercial understanding and project management skills led to his appointment to Associate Director in 2018.

During his time at ORS, Darren became a Chartered Engineer in 2016. He has also completed a post-graduate diploma in project management from Trinity College Dublin, and is currently undertaking an MSc in Business Management at University College Dublin.



Darren Holmes
Athlone Institute of Technology
Director

“

ORS is a fun and diverse company. I am proud to work for a company that continues to grow and provide unique services to its clients. We actively encourage career development. Over the years, I've had the opportunity to work in a number of different roles across a wide range of complex and varied projects. The friendly team-driven atmosphere at ORS makes it a pleasure to come to work.



2014, Undergrad

Sligo Institute of Technology
Occupational Health and Safety



2014, Graduate Health and Safety Consultant

Health and Safety Management Team



Managing Safety in Construction

PSDP Certificate

PSCS Certificate

Graduate Member of IOSH



Internal Auditor of EMS

Lead Auditor in 45001 (IRCA)

Continous Professional Development



2016, Team Leader

Health and Safety Management Team



2020, Associate Director

Associate Director at ORS



2020, Masters

Ulster University
Environmental Management

CAREER PATH AND DEVELOPMENT

Sample



Since I started with ORS as a graduate on the Health and Safety team, it has provided me with an unlimited amount of experience both professionally and personally while also challenging me on a daily basis. I have had the pleasure of working on a broad range of projects helping me develop my skills and knowledge from one project to the next. On top of working on such interesting projects, I have met and learned even more from my colleagues. At ORS, there is a proactive culture for career development throughout the firm structure and this has allowed me to progress my career .

Alison Dale
Sligo Institute of Technology
Associate



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“

We are truly honoured to receive this award for a second time. As a building consultancy, we operate in a sector that is experiencing a significant skills shortage. This award allows us to differentiate ourselves in the market and attract superior talent.

John Brennan, Managing Director

We're also recognised as a

GREAT PLACE TO WORK®

ORS is officially recognised as one of the Best Workplaces™ in Ireland 2021, the highest placed engineering and surveying consultancy in its category. We cultivate a unique work environment, centred around trust, autonomy, and flexibility. We have a low attrition rate and a strong organisational culture.

This was the firm's second successive year to be listed which is assessed through Great Place to Work's robust 'Trust Index©' employee survey and a thorough 'Culture Audit©' assessment of our policies and practices. The recognition is a testament to our strong mission, vision and value set, which revolve around a people-centred culture.

ORS creates a culture based on trust. Our aim is to continuously cultivate a unique work environment by placing value on people first. Pictured is some of the ORS Team at last year's Great Place to Work Ireland Awards night at the Clayton Hotel, Dublin.



A CULTURE CENTRED AROUND TRUST AND FLEXIBILITY

Niall Mitchell
Technological University Dublin
Digital Marketing Co-Ordinator

“

ORS' culture of flexibility means you don't have to jeopardise other important aspects of your life outside of work. It's really enjoyable as there are so many active committees organising events on a weekly basis. ORS are also really open to innovation and ideas, which means you're always supported, no matter what interests you have.

Our aim is to continuously cultivate a unique work environment by placing value on people first.

Remote Working

ORS has a remote working policy in place for the past three years. We facilitate the individual needs and preferences of our team. Employees use their home as a base and our offices as they see fit. ORS has offices in Dublin, Mullingar, Donegal, Cork, Galway and London.

Continuous Professional Development

ORS is one of an exclusive number of Engineers Ireland CPD Accredited Employers in the country. We recognise that we can only adapt, grow and prosper through our people. Our employees are our assets and key resources. In 2017, the firm achieved the highly acclaimed Engineers Ireland Continuing Professional Development (CPD) Accredited Employer Standard. This is in recognition of our continuing professional development strategy. As a firm, we value talent and continuing professional development. We understand that investment in people is required to drive innovation and improve processes.

Committees

ORS has a number of internal committees to encourage a positive workplace culture and drive real change for our employees. We actively encourage all new members of the team to join a committee or committees they have a keen interest in. These include: the marketing committee, cultural development team, environment, health, safety and quality committee; continuous professional development committee and the social committee! We encourage everyone to grow, learn, engage, contribute and socialise.

APPLY TODAY

Are you ready to join one of Ireland's Best Places to Work?

**Email your CV to info@ors.ie with Graduate Programme 2021
in the subject line. For more information visit:
www.ors.ie/careers.**



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info@ors.ie



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