

SHAPE YOUR FUTURE

# GRADUATE PROGRAMME



Best  
Workplaces™

Great  
Place  
To  
Work®

IRELAND  
2024



JOIN A COMPANY

# With over 30 years' expertise

For over 30 years, trust and integrity have been the foundations of our culture. Multi-awarded for our proactive employee care initiatives, supporting good causes nationwide is also very important to us.

Our people are supported in their sense of purpose, individually and collectively. Our many partners benefit from this strong cultural foundation, which translates to a service that's consistent in quality and innovation.

We do things differently. Our **multidisciplinary** company offers **nine** core areas of **civil and structural engineering, project management, infrastructure, health and safety, building surveying, assigned certifier, fire safety, energy management and environmental**. Our intelligent solutions are focused on efficiency and performance that is sustainable. Guaranteeing unrivalled service delivery, our clients have access to superior technical consultancy nationwide.

ORS is fronted by world-class people and project management leaders who foster our employee's talent with passion, autonomy, fairness and trust. With a belief in the power of long-term, win-win relationships, the growth and development of the ORS team, partners, stakeholders and society are of the utmost importance to us.



ORS



# SHAPE YOUR FUTURE



## 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 Values

Our company values represent the guiding principles and beliefs that define our culture, ethics, and vision, directing every decision, action, and interaction to align with our core identity and objectives.



**Learning & Leadership**



**Results & Value Focused**



**Communication**



**Honesty**



**Quality**



**Sustainability**

## Our Mission

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





## A NOTE 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 at 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 as a qualified civil engineer the following year. 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 as team leader and gained Chartership with the help and support of my mentors.

In 2015, I was appointed as Managing Director, and over the past eight years, the firm has grown, adapted and diversified to changes in the construction industry. While we are a different business from 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, Managing Director**

**ORS**



# Who we're looking for

We know our people and their passion for delivering superior quality and value to our clients is what sets us apart. ORS employees come from diverse backgrounds and disciplines. From our directors to our graduates, we are all here to design and build a better world for our clients while building a successful career for ourselves.

Combined with strong academic results, we seek trustworthy, technically competent graduates with strong communication skills, an excellent work ethic, and a willingness to learn. If you are passionate about shaping your future with a leading building consultancy, apply to ORS today!

Our graduate programme provides experience across various engineering disciplines and one-to-one mentorship with chartered engineers and senior leaders within the firm. We invite applications from undergraduates and postgraduates in various fields:

- ✓ Civil & Structural Engineering
- ✓ Construction & Project Management
- ✓ Health & Safety Management
- ✓ Building Surveying
- ✓ Fire Engineering
- ✓ Energy Management
- ✓ Environmental Services

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# What to expect from us

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 twelve-month 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

- Each ORS graduate will have a dedicated career coach (mentor) throughout the programme.
- Your mentor will guide you and facilitate at least 1-2 site visits per month with senior/mid-level team members.
- Regular 15-minute end-of-week/start-of-week meetings ensure you achieve your tasks and settle into the programme effectively.
- Your career coach will help you understand your appointed tasks and objectives.
- Dedicated graduate committee to build relationships with graduates in other disciplines and share knowledge.

## Equipment Set Up

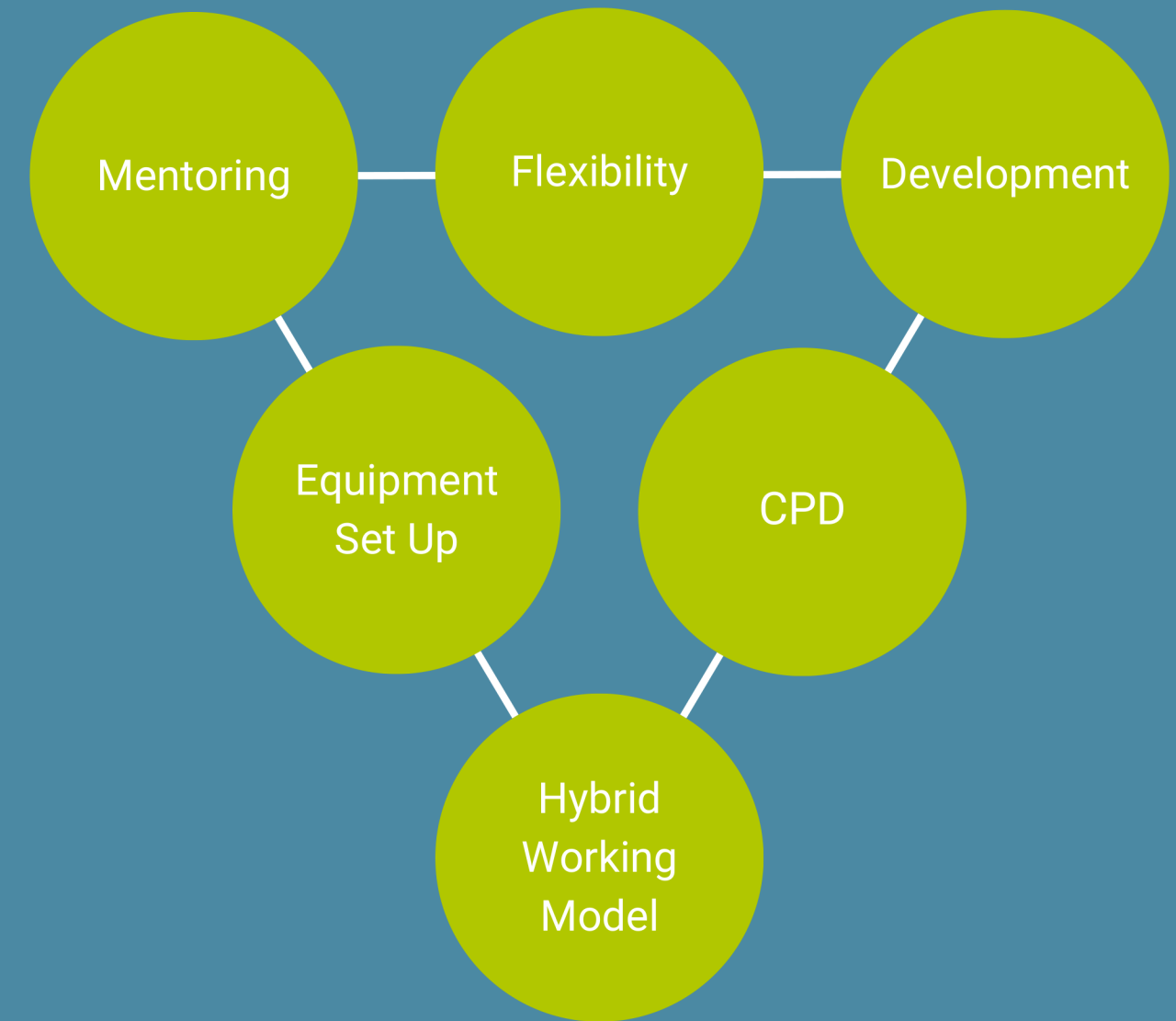
- Benefit from comprehensive equipment set-up support to excel in your role, including essential training

## Continuous Professional Development

- Monthly soft skills/technical training
- Complete access to the ORS Learning Library

## Hybrid Working Model

- Choose to work where you feel most productive
- Trust and autonomy to choose how your working week is laid out







ORS has a great work-play hybrid environment with numerous social events. From sports day to team lunches, there's something for everyone, including smaller get-togethers like Buddy Up for Spring, coffee roulette or town halls. Everyone's encouraged to get involved, making each event lively. ORS's social committee does an amazing job of keeping everyone connected and engaged. Having these opportunities to build relationships and have fun is important, and I'm grateful to be a part of such a vibrant team.

**Antony Fagan,  
Assigned Certifier Team**



Initially, I was worried about adapting to a new company and building relationships while working from home. However, ORS exceeded my expectations with their onboarding process.

ORS offer face-to-face or remote inductions, which consist of welcome meetings with new colleagues and first-class training sessions on all internal platforms and software.

**Ciaran O'Shea,  
Project Manager**



At ORS, I've had great support for my professional development. As a graduate, I've learned a lot from the civil and structural team and from attending regular lunchtime CPD talks.

The diverse range of projects I've worked on has been a highlight. I'm constantly expanding my knowledge, whether acquiring new skills or applying theoretical concepts to real-life situations.

**Jean McLaughlin,  
Graduate Engineer**



I was immediately impressed with the diverse culture here at ORS. I received great mentoring from a strong team of Fire Engineers which helped develop my early career. I was given all the tools necessary to thrive as a Graduate Fire Engineer here at ORS. This included participating in many CPDs, going on-site, and working with more experienced colleagues.

I've also really enjoyed the hybrid/remote working model offered by ORS.

**Ryan McBrearty,  
Graduate Fire Engineer**





# Work with clients nationwide

ORS has worked on some of Ireland's most significant construction projects. The firm prides itself on developing long-lasting relationships with private sector clients and public sector bodies, serving the following industries:



Commercial/Offices



Data Centres



Distribution



Education



Energy



Environmental



Retail



Healthcare



Hospitality/Leisure



Residential



Industrial/Process



Pharmaceuticals



Public



Infrastructure/Transport





CULTIVATING

## Leaders of tomorrow

Darren is a Director at ORS, responsible for our project management and building surveying teams. 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 Director in 2021.

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 an MSc in Business Management at University College Dublin.

Darren plays a lead role in our Chartership and Graduate Programmes, providing one-to-one mentorship with our team.

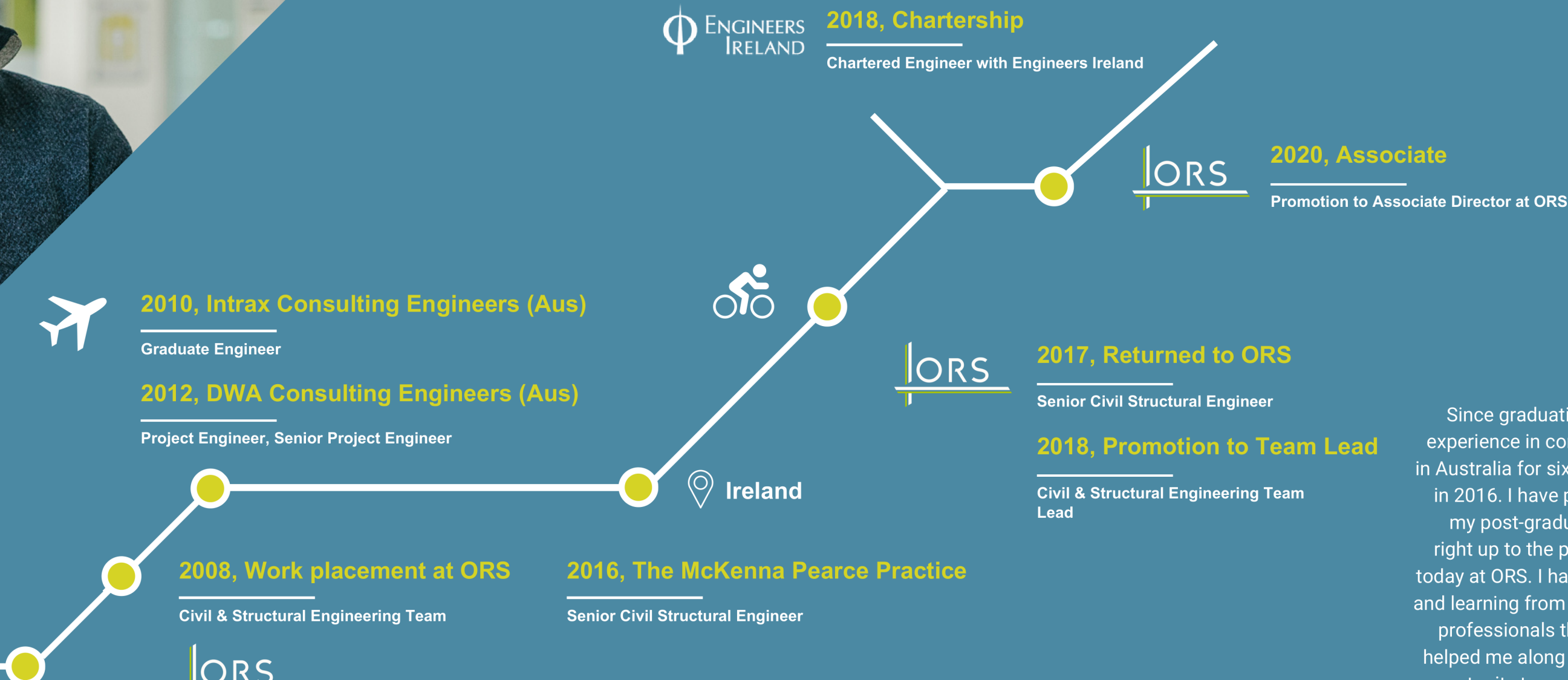


ORS is a fun and diverse company. I am proud to work for a company that continues to grow and provide unique services to its clients. We actively encourage career development. Over the years, I've had the opportunity to work in a number of different roles across a wide range of complex and varied projects.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



# Career Path & Development

Mark Heslin  
Athlone IT & NUI Galway  
Director, ORS



**2006, Undergrad, H Cert**

Athlone IT (TUS),  
Civil Engineering



**2007, BEng**

NUI Galway (University of  
Galway)



**2008, Work placement at ORS**

Civil & Structural Engineering Team



Ireland

**2016, The McKenna Pearce Practice**

Senior Civil Structural Engineer



**2017, Returned to ORS**

Senior Civil Structural Engineer

**2018, Promotion to Team Lead**

Civil & Structural Engineering Team  
Lead



**2018, Chartership**

Chartered Engineer with Engineers Ireland



**2020, Associate**

Promotion to Associate Director at ORS



Since graduating in 2009, I have gained great experience in consulting engineering roles both in Australia for six years and then back in Ireland in 2016. I have progressed steadily throughout my post-graduate career from graduate level right up to the position of Associate that I hold today at ORS. I have had the pleasure of working and learning from some outstanding engineering professionals throughout my career who have helped me along the way. At ORS I have had the opportunity to work on a broad range of projects and lead and support the Civil Structural Team. The culture at ORS encourages staff to keep progressing in their careers and through the support of management and Directors, I believe I have done that to date and hope to continue this career trajectory.





The 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 every week. ORS is also open to innovation and ideas, which means you're always supported, no matter your interests.

Pam Greville, Accounts Executive at ORS,  
Former Full Forward for Westmeath Camogie



## A CULTURE CENTRED AROUND **Trust & Flexibility**

We aim to continuously cultivate a unique work environment by valuing our people first.

### **Remote Working**

ORS has had a remote working policy in place since 2018. We facilitate the individual needs and preferences of our team. Employees use their homes as a base and our offices as they see fit. ORS has offices in Dublin, Mullingar, Donegal, Cork, Galway, and office hubs nationwide.

### **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 2023, the firm retained the highly acclaimed Engineers Ireland Continuing Professional Development (CPD) Accredited Employer Standard. This is in recognition of our continuing professional development strategy. We value people who are constantly striving to develop themselves, and we understand that investment in people is required to drive innovation and improve processes.

**ORS**





# WE ARE RECOGNISED AS One of Ireland's Best Workplaces

ORS is officially recognised as one of Ireland's Best Workplaces™ for the fifth successive year in 2023, placing in the top ten in our 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 fifth year to be listed, 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.

We aim to continuously cultivate a unique work environment by valuing people first. Pictured is some of the ORS Team at this year's Great Place to Work Ireland Awards night at the Clayton Hotel, Dublin.





# 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 once they have settled in. This membership benefits all employees in ORS and allows you to grow your skills in areas you otherwise wouldn't have had exposure to.

Committee provide an opportunity for you to gain experience in areas outside of your discipline and contribute to improving the processes and culture at ORS. Finally, have fun with colleagues outside of your team.







# Social Events

For you to enjoy.







SO, WHY NOT JOIN

# One of Ireland's Best Workplaces?

- Email your CV to [careers@ors.ie](mailto:careers@ors.ie).
- Put "Graduate Programme 2023" in the subject line.
- For more information, visit: [www.ors.ie/careers](http://www.ors.ie/careers).

**Apply today**

