

Our Benefits

Competitive
salary

32 days paid holiday
(22 annual leave plus 10
customary/public holidays)

Pension Scheme with
access to independent
financial advice

Cycle to Work Salary
Sacrifice Scheme

Car Parking
Scheme

Enhanced Benefits

Investing in Your Career

We're committed to helping our people build long-term careers.

- Structured training and personalised development plans
- ICE-approved Graduate Training Scheme
- Full support towards professional chartership with ICE, IStructE, IChemE, CIWEM, IMechE, IHT, Engineers Ireland, IOSH etc.
- Paid professional review and exam day
- Support for further education where relevant to your role
- Professional institution membership subscriptions paid once you achieve your highest professional qualification (e.g. Engineering Technician or Chartered status, depending on your career pathway).
- STEM Ambassador opportunities

Health & Wellbeing

Supporting your health both inside and outside of work.

- Health Cash Plan including:
 - Dental treatment
 - Optical cover, including eyesight tests and glasses/contact lenses
 - Professional therapy treatments
 - Diagnostic health consultations
 - Discounted gym memberships
- Life Assurance (4 x annual salary)
- Occupational Sick Pay Scheme
- Employee Assistance Programme
- Mental Health First Aiders

Work-Life Balance

Helping you balance work and personal commitments.

- Flexible daily start and finish times around our standard 7.5-hour working day
- Flexible working requests considered, including part-time and job share arrangements
- Hybrid working opportunities (up to two days working from home following successful completion of probation, where appropriate)
- Enhanced pay for pre-approved work undertaken outside standard core hours
- Time Off In Lieu (TOIL)

Reward & Recognition

Celebrating commitment and success.

- Long Service Awards (including enhanced holiday entitlement)
- Staff Spotlight Awards with prizes
- Refer a Friend Scheme
- Annual salary review

Social & Team Culture

Enjoy being part of a supportive team.

- Christmas lunch and Summer event
- Sports and wellbeing activities including football and marathon relay teams
- Photo competitions with prizes
- Charity events and regular social activities

Why Join Us?

Join a team that invests in your future. Alongside a competitive rewards package, you'll benefit from excellent career development opportunities and modern city centre offices in a collaborative and supportive working environment.

Some benefits are subject to eligibility criteria.