Curtins

GRADUATE ACADEMY

YOUR CAREER WITH US

Curtins Academy is a structured four-year development programme designed to allow you to grow technically, professionally and commercially.

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O1 WELCOME FROM REBECCA KING

Curtins is committed to our culture of quality and continuous improvement, with the development of staff at the heart of our business. When our people flourish, so does Curtins.

Since its establishment, Curtins Academy has allowed us to focus on the development of our graduate engineers this through a structured, four-year programme.

The Academy offers a transformational journey in which graduates can develop their careers in technical excellence, as well as equally important aspects such as commercial awareness, mentoring of others, and a positive contribution to Curtins' growth and progression.

This commitment has seen us achieve Investors in People Platinum accreditation, plus numerous other prestigious awards, in recognition of our commitment to seeing that our people flourish.

It is my pleasure, over the following pages, to introduce how Curtins Academy might help you to achieve success in this exciting industry.

Rebecca King

Learning & Development Director

02

ITALL BEGAN WITH BILL OO

Our pioneering founder, Bill Curtin, had an eye for the bright talent of the future, giving his former students the opportunity to join his business, regardless of their social, ethnic or economic standing – something of a maverick approach in the 1960s.

He began his career as an on-site tea boy, later becoming a lecturer in building and design at Brixton College, London, and then at the 'College of Knowledge' in Liverpool.

However, his desire to create and share knowledge went further, leading him to put theory into practice by establishing W. G. Curtin & Partners in 1960. Initially working from his back bedroom, he then set up offices with his former students in Rodney Street, Liverpool – the city's 'consultants' quarter' of the day.

Bill was endlessly passionate about his work and the industry, with views which were often outspoken and sometimes anti-establishment. But his fundamental principles were to share knowledge, nurturing and supporting his staff to reach their full potential.

Now, as then, Curtins' vision is to be recognised as the leader in our profession and the employer of choice.

Our mission is therefore to deliver success, both for our clients and our staff, ensuring the long-term stability of the business for current and future employees.





WE ARE COLLABORATIVE WE ARE ONE TEAM

03 WE ARE CURTINS

Curtins is an expanding company which continues to achieve year-on-year growth.

A staff team of over 400, working in seven core disciplines at 14 strategically-placed offices across the UK, support each other in achieving their goals.

Our business model is to continue with this rate of growth for the foreseeable future through organic development, rather than acquisition. This is why we are independently owned by our staff as an Employee Owned Trust and don't have any private stakeholders. We're run by people for people – our biggest asset.

Our family feel makes us unique. You'll be working amongst a team of experts and industry professionals, sharing in their knowledge and skills to help you contribute to building a better environment for us all.



04



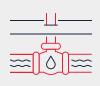
SPECIALISMS

As a leading, award-winning consultancy, we work within the built environment to provide a diverse range of services.

While civil and structural consultancy is our core business, there are six other specialisms and supporting services on which we provide expert advice.

With this multidisciplinary approach, you will gain an appreciation and working knowledge of our specialist services through a number of Academy modules, such as Our Services and Construction Regulations, which have been specifically developed to promote integrated working and help you direct your future career path.

You may find that one specialism fires your enthusiasm more than another. For example, the director of our environmental specialism began their Curtins career as a structural engineering graduate!



CIVILS



STRUCTURES



TRANSPORT PLANNING



ENVIRONMENTAL



INFRASTRUCTURE



GEOTECHNICAL



CONSERVATION & HERITAGE

05

OUR LOCATIONS

We have 14 offices, with some in the UK's largest cities and others in UNESCO world heritage areas or in smaller towns. We have key centres of excellence for our specialist services, with all able to deliver the full range of our core services. This variety creates an environment in which you can develop the necessary skills to continually develop and learn, expanding your professional skillset further than you might currently envisage.



Cardiff

Glasgow

Nottingham

Bristol

Dublin

Isle of Man

London

Kendal

Cambridge

Edinburgh

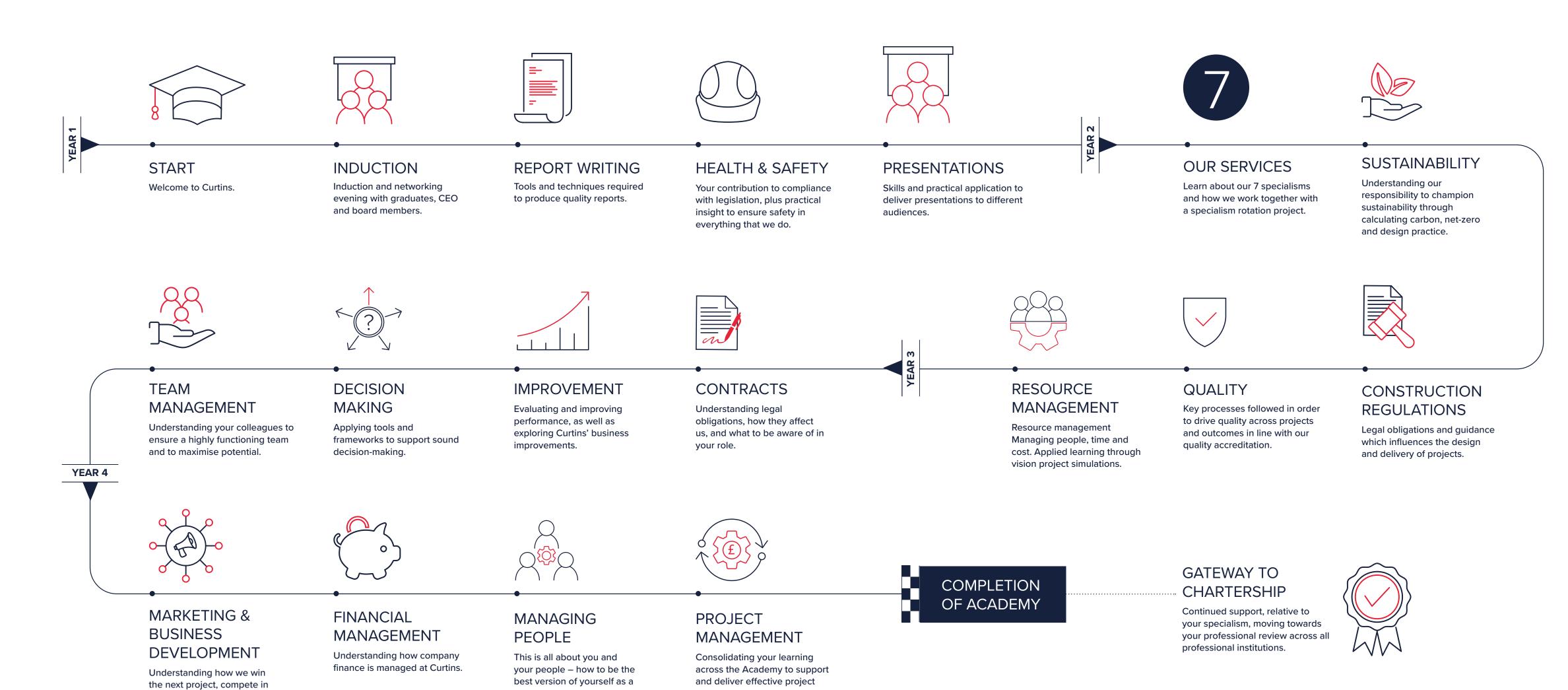
Manchester

Kendal Dublin **Birmingham**

06 TIMELINE

the market and strategically

communicate.



management, championing a

best practice approach.

manager and achieve the most

from your team.

O7 GROWING WITH US

Curtins Academy programme

Curtins' many, prestigious accolades demonstrate our refreshing approach and commitment to graduate training excellence.

The Academy's structured, four-year development programme is designed to allow you to flourish technically, professionally and commercially. Accredited by the Engineering Council and accepted by all major professional institutions, our in-house pathway enables you to progress to chartered status within four years of graduation.



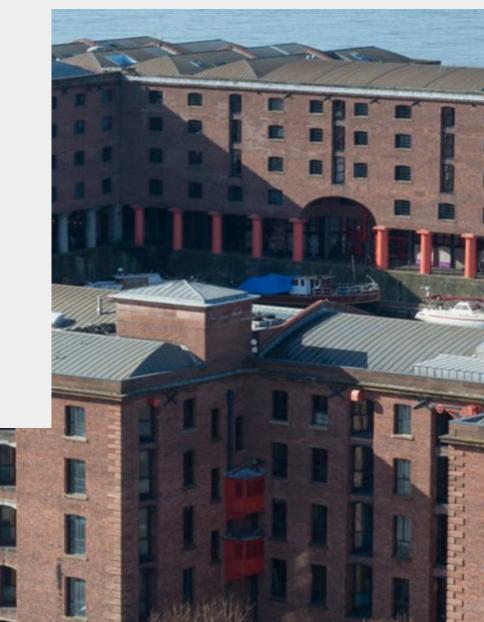
Also, to help you financially, we fund your graduate membership fees for up to five years, post-graduation!



08 THE DELIVERY

Curtins Academy's programme comprises 17 training modules, delivered by board directors, senior managers and industry experts to ensure you remain at the cutting edge of theory and practice within our sector.

For each module, you will be invited to attend our Head Office in Liverpool, where our dedicated training facilities provide a great opportunity to build your internal network with your graduate peers from across the business. You will also take part in live, online modules with your fellow graduates.







PRACTICAL EXPERIENCE

As part of your training, you will gain the experience and skills required to significantly contribute to pioneering, world-class projects – and you'll be equipped, supported and nurtured all the way.

09 BUILDING SUCCESS... TOGETHER



Mentoring

A personal mentor will support you in working towards chartership, while our network of qualified people are on hand to provide support on a daily basis.

We are passionate about developing and promoting within the business, which has been part of our DNA since the company's inception. Our in-house knowledge and support network helps to create the managers of the future – leading by example to mentor future talent.



Continuous professional development (CPD)

The opportunities for individuals to evolve with Curtins are endless, thanks to the various strands of technical training available, company-wide. You might find yourself learning in a breakfast seminar, expanding your knowledge at a working lunch or developing skills through formal external and networking events.

We want you to help drive the agenda in your office and become involved in the planning of CPD sessions, as your contribution in these areas is invaluable.



Career progression

As well as expanding your technical competence through practical, focused training and specialist technical courses and seminars, Curtins Academy will equip you with bespoke professional and managerial knowledge and experience to enable your structured career progression. This will provide the opportunity, if required, to progress into more senior roles.

10 LEARNING & DEVELOPMENT

Learning and development has, historically, been a cornerstone of Curtins' culture.

With a dedicated Learning and Development Service, the team are on hand to provide advice and guidance in every aspect of your career progression, including continuous professional development and your achievement of professional qualifications.

MORE OPPORTUNITIES

- Site visits to aid knowledge sharing and industry collaboration
- STEM activities as part of our STEM Ambassador programme in local schools and communities
- Supporting equality and diversity initiatives through our Success for All commitment
- Graduate and student committees (such as ICE/IStructE)
- Mentoring new graduates and apprentices
- Reverse mentoring flipping the traditional mentoring structure to allow you to impart knowledge onto our senior managers... including our CEO!

11 THE EXTRAS

We work hard and play hard! Your thriving and sometimes hectic business life will be balanced by Curtins' vibrant social activities, at both office and company level.

This means you can get to know your colleagues better, away from the office environment. To recognise your valuable contribution, we also provide you with the following, fantastic benefits:

Getogether

Our whole company meets at a secret countryside location for its 'Getogether' – a day to participate in team challenges, to get to know each other and generally have a great time. In the evening, we celebrate our annual staff awards, with live entertainment, a three-course meal, and then an overnight stay at the venue – all courtesy of the business.



Walking weekend

This is an annual opportunity to enjoy fresh air and picturesque walks in a beautiful part of the country.

With a different location chosen each year, previous destinations have included The Lake District, North Wales and The Peak District. The walks are suited to all abilities, and the weekend includes an overnight stay (and the option of a second night) with team dinner and socialising opportunities.



Office socials

In your office, there's often plenty to do at the end of the working day – perhaps a pub quiz, celebrating an office anniversary, kayaking, climbing...



THE EXTRAS CONTINUED

To read more about our staff benefits, visit curtins.com

Curtins lodges

Curtins offer the opportunity to retreat to one of our four lodges around the country – three in the stunning Lake District and the other in the tranquil countryside of Somerset. These luxury holiday homes are available all year round, offering employees a break from work and valuable time with friends and family.



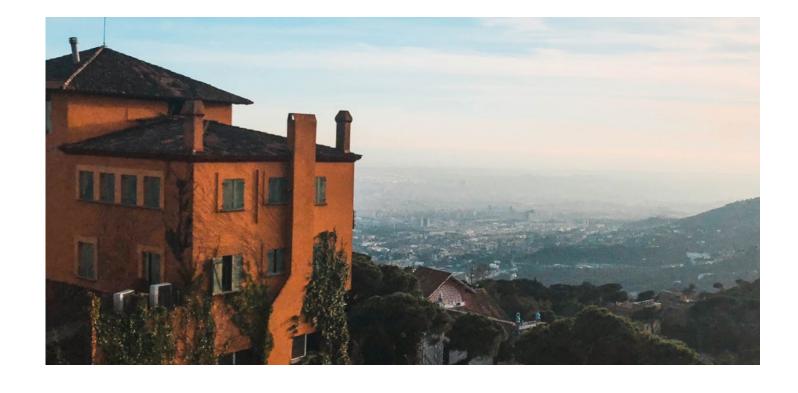
Charity donation day

Each year, Curtins support a chosen charity; and, alongside all kinds of fun and challenging fundraising activities, we also encourage you to donate your time. So our charity donation day also provides the opportunity for every staff member to 'give something back' in this way, either to the year's nominated charity or a local cause of your choice.



Holiday purchase scheme

We understand that you don't live to work – you work to live! Holidays and spending time with loved ones is to be encouraged, which is why we offer the option of purchasing up to five extra days' annual leave, beyond your standard annual holiday entitlement, through salary exchange.



12 WHERE IT CAN LEAD

Personal insights into the transformative experience of Curtins.



Rob Melling

BEng (Hons), CEng, MIStructE, MICE, CDir School leaver to Chief Executive **Position: Chief Executive 2004-2024**

Location: Liverpool

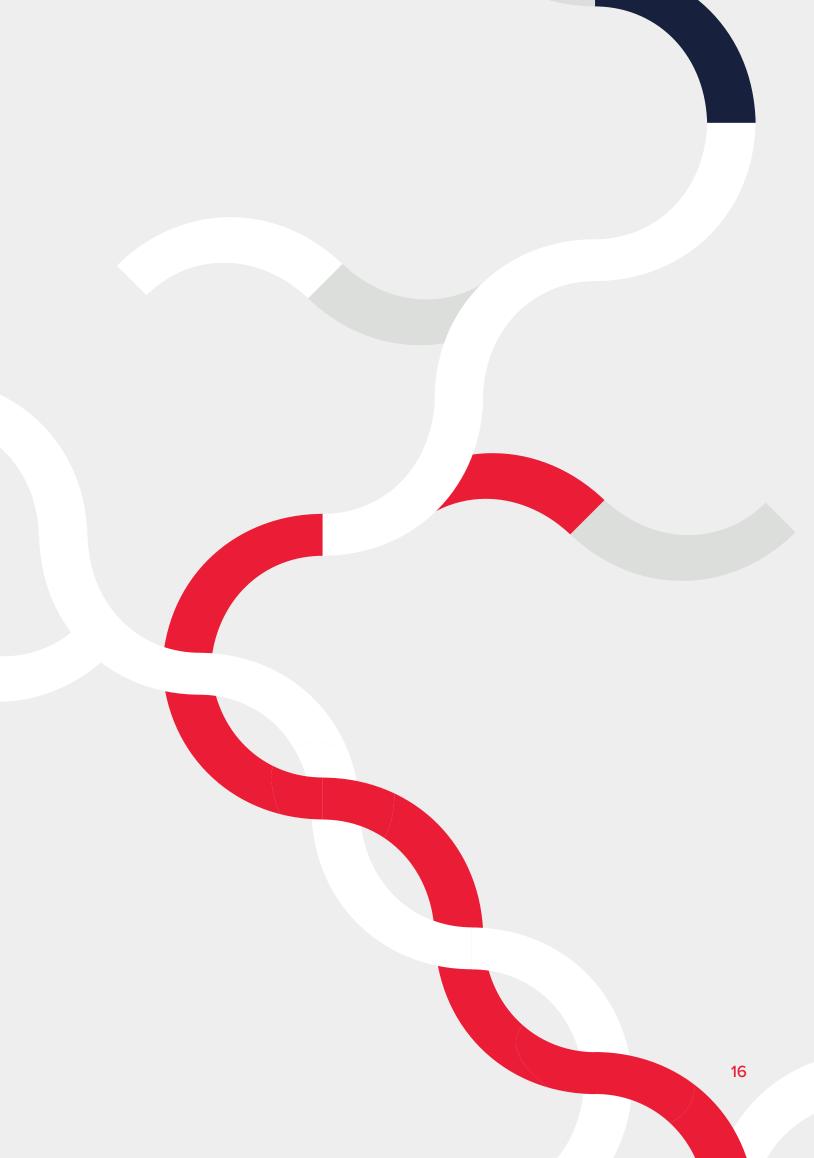
Education: University of Sheffield

I joined the company straight from school as a trainee draughtsman. As with other staff, Curtins supported me in attending college, where I obtained a BTec Certificate in Engineering and Construction. After gaining the necessary qualifications, I went on to attend the University of Sheffield, achieving an honours degree in Civil and Structural Engineering.

Following graduation, I returned to Liverpool, where I enrolled on the Curtins Graduate Training Scheme, obtaining chartered status with both institutions in four years.

I relocated to Scotland to establish Curtins' Edinburgh office in 1993 and was subsequently made Board Director in 1999. I was promoted to Chief Executive in 2004 and successfully steered Curtins for 20 wonderful years, until my retirement after a 43-year long career.

Based on my own experiences, I believe strongly in the empowerment and personal development of staff and have introduced many initiatives within the organisation to nurture, mentor and help individuals to reach their full potential.



CONTINUED

WHERE IT CAN LEAD

Personal insights into the transformative experience of Curtins.



David Ogilvie BEng (Hons), MSc Graduate Engineer to Senior Engineer

Position: Senior Engineer Location: Liverpool

Education: BEng (Hons) Civil Engineering, LJMU / MSc Structural Engineering,
The University of Salford

I joined Curtins after completing my degree in Civil Engineering at Liverpool John Moores University. I was enrolled in the Curtins Graduate Academy and completed the programme while simultaneously studying for a Masters in Structural Engineering at the University of Salford.

In the first few years, the Academy helped to develop our presentation, communication, report-writing skills. As we progressed, the Academy taught us all how to best manage time, people, finances and more general business/management skills that would be needed as we developed in our careers.

I found the four years very useful. The Academy has helped me with my job and will definitely help throughout my career at Curtins, and as I progress towards Chartership with the IStructE.



Amber Hatch-Walling

BSc (Hons)
University graduate to
Geo-Environmental Engineer

Position: Geo-Environmental Engineer

Location: Manchester

Education: BSc (Hons) Geology with Physical Geography,

Edge Hill University

After graduating in 2016 and gaining some experience through contracting within the industry, I joined Curtins as a Graduate Geo-Environmental Engineer in 2017.

The Curtins Academy has been hugely helpful in my personal and business development. I know how to problem solve and handle challenges when they occur. Curtins has helped me progress within my job role and has supported me through training sessions within the company, on the job and externally.

My colleagues, both in my office and throughout the wider company, have provided support whenever I've needed it. All of this has helped me move forward and upward in my job role, and last year I gained a promotion, leaving the 'Graduate' title behind.

I find Curtins a really great company to work for, and I look forward to the years ahead.



Personal insights into the transformative experience of Curtins.



Tom Morris
MEng (Hons)

Undergraduate placement student to Project Engineer

I first joined Curtins in 2015, on an industrial placement as part of my university degree. Following a successful year and a summer placement after, I joined Curtins full-time as a Graduate Structural Engineer in 2018.

I have just finished my first year of Curtins Academy and found the sessions particularly valuable. They helped me develop many non-technical skills, which are so important in engineering. I also enjoy the

Position: Project Engineer

Location: Bristol

Education: MEng (Hons) Civil Engineering, University of Bath

opportunity to socialise with my fellow graduates from other offices through the Academy.

As a multidisciplinary company with a wide variety of projects, Curtins is perfectly placed to offer experience in all areas of civil engineering. The team in Bristol are very supportive, friendly and approachable, which is making my experience a very enjoyable one.



Becky Drew

MEng (Hons), GMICE, DipLCM Work experience to Senior Engineer **Position: Senior Engineer Location: Birmingham**

Education: MEng (Hons) Civil Engineering with Industrial Experience,
University of Birmingham

After graduating in 2016 and gaining some experience through contracting within the industry, I joined Curtins as a Graduate Geo-Environmental Engineer in 2017.

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