



Curtins

GRADUATE ACADEMY

YOUR CAREER
WITH US

Step into Curtins Academy. Your structured four-year development programme designed to allow you to grow technically, professionally and commercially.

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01 WELCOME FROM NEIL PARKINSON

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.

Neil Parkinson
CEO

02

IT ALL BEGAN
WITH BILL

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 for the communities we serve and our people. We do this by ensuring our people are able to stretch their skills, explore new directions and succeed in their ambitions.

We are building a better future, together.





“

Youngsters can run this company, all they need is a guiding hand, to be encouraged, enthused and then to be given their heads

Bill Curtin

Founder

WE ARE COLLABORATIVE
WE ARE ONE TEAM
WE ARE EMPLOYEE-OWNED

03 WE ARE CURTINS

At Curtins, our people shape us. As a 100% employee-owned business, everyone has a voice, a stake and the freedom to make a meaningful impact on Curtins and the communities we serve.

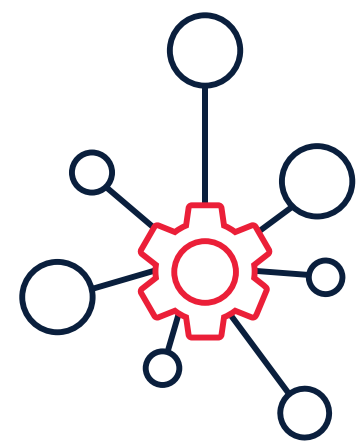
We are an award-winning consultancy and technical excellence matters here, as do integrity, innovation and social value. Our people deliver purposeful projects of every scale, from small but significant improvements to major, sector-defining schemes.

We're curious thinkers and proactive problem-solvers, supported to succeed through structured development and the freedom to explore new paths.

This is a place where people flourish and we build a **better** future, **together**. **Better, together.**



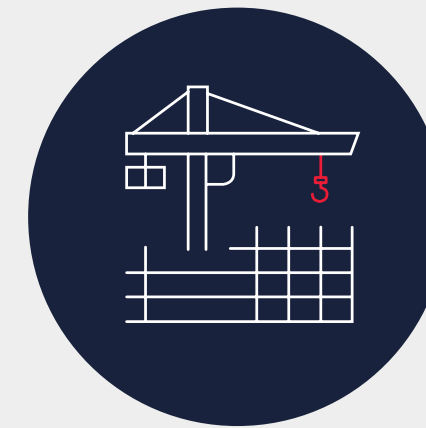
04

CORE
SPECIALISMS

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

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. At Curtins you can have the freedom to explore new paths across technical and non-technical disciplines.

CIVIL & STRUCTURAL
ENGINEERING

TRANSPORT PLANNING

GEOTECHNICAL
& ENVIRONMENTAL

05

OUR LOCATIONS

We have 13 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 skill-set further than you might currently envisage.

EST.
1960

Liverpool
51 Tithebarn St
L2 2SB

Birmingham
2 The Wharf
B1 2JS

Bristol
40-58 Hotwell Rd
BS8 4UQ

Cambridge
3A Clifton Ct
CB1 7BN

Cardiff
Tyndall Street
CF10 4AZ

Dublin
The Digital Hub
D08 R2YP

Douglas
29 - 31 Duke St
IM1 2AZ

Edinburgh
22 Canning Street
Edinburgh
EH3 8EG

Glasgow
Queens House, 29
St Vincent Place
G1 2DT

Cumbria
Riverside Place
Lound Road
LA9 7DZ

Leeds
78 - 80 East St
LS9 8EE

London
40 Compton St
EC1V 0BD

Manchester
40 King Street West
M3 2WY



06 TIMELINE



07 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.

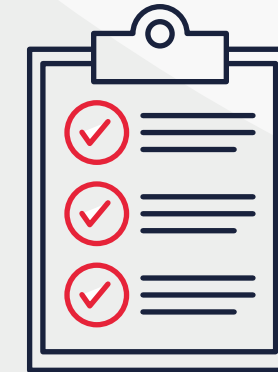
09 BUILDING SUCCESS... TOGETHER



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 our 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!
- The next STEPS with further structured training programmes to take your progression even further.



11

THE EXTRAS

Collectively owned, our people are at the very heart of how we exist and it's been this way throughout our 65 years of independence.

Our value of Being Human not only drives us to build strong connections with each other, our clients and our communities, but keeps us grounded in understanding, fairness and respect.

Our substantial benefits package recognises the contributions our colleagues make, and above all, we seek opportunities to have fun, celebrate achievement and succeed together.

Gettogether

Our whole company meets at a secret countryside location for its 'Gettogether' – 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 entertainment, a three-course meal, and then an overnight stay - all on Curtins.



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 colleague benefits, visit [curtins.com](https://www.curtins.com)

Holiday 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 days

Our charity donation and volunteering days provide the opportunity for everyone to positively contribute to our communities, our Curtins Care 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' of annual leave, beyond your standard annual holiday entitlement, through salary exchange.



12 WHERE IT CAN LEAD

Personal insights into the transformative experience of Curtins.



NEIL PARKINSON

Qualifications: BEng (Hons), CEng, FICE, FStructE
Level: Apprentice to Chief Executive
Position: Chief Executive 2025 to present
Location: Leeds

I joined Curtins as an Apprentice Technician in 1992 in the Liverpool office. I studied part-time for a BTEC at College, before going to Sheffield University, to study Civil & Structural Engineering. I graduated with a BEng (Hons) in 1997.

After university, I moved to the Isle of Man, where I spent 12 months on site as a Resident Engineer. From there, I moved to Edinburgh, eventually progressing into an Associate role. During that time, I was also given the opportunity to work for short spells in our London, Bristol, Nottingham, Leeds and Manchester offices.

I moved to Leeds office in 2004, to work alongside Paul Metcalfe, before taking over the leadership of the office in 2009 and moving onto the Group Board in 2011. At the start of 2025, I stepped into the role of CEO, taking over from Rob Melling, someone I had worked closely with throughout my time at Curtins.

More than three decades since I joined Curtins, I'm still as passionate as ever about the awe-inspiring projects we deliver and the positive impact we have on people's lives. Given my own journey at Curtins, and the incredible opportunities I have had to develop my career here, I am determined to ensure our people have access to the same opportunities.

One of the most rewarding parts of my role is now being able to support graduates and young professionals, helping them develop their careers and encouraging the next generation to follow in my footsteps.

"I am living proof that anyone can progress here and that Curtins is a place of opportunity."

NEIL PARKINSON, CEO



CONTINUED

WHERE IT CAN LEAD

Personal insights into the transformative experience of Curtins.

B

ROB MELLING

Qualifications: BEng (Hons), CEng, MStructE, MICE, CDir
Level: School leaver to Chief Executive
Position: Chief Executive 2020-2024
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.

C

EMMA SCHOLES

Qualifications: BSc (Hons) MSc CGeol FGS
Level: Graduate to Principal Geo Environmental Engineer
Position: Principal Geo Environmental Engineer
Location: Leeds
Education: University of Leeds

I joined Curtins in 2018 after graduating from the University of Leeds with degrees in Geological Sciences and Engineering Geology.

Since joining as a graduate, I had the opportunity to experience the Curtins Academy programme. While many graduate training programmes last two years, the Academy's four-year structure exposed me to far more than an introduction to the company and working world. The early modules provided a strong foundation, while the later modules gave valuable insight into project, people and financial management.

The Academy is also a great way to connect with others at a similar career level across the business. Meeting people from different disciplines helped me better understand other parts of the company.

The skills I gained through the Academy helped set me up for career progression at Curtins, and in 2025 I took on the role of Team Leader for the Leeds Geo team. It's a role I love, and I'm grateful to have had the opportunity to progress into it. I've even had the chance to return and present Academy sessions myself, which feels very full circle!



CONTINUED

WHERE IT CAN LEAD

Personal insights into the transformative experience of Curtins.

D

KELTON EWING

Qualifications: BEng (Hons)
Level: Graduate to Project Engineer
Position: Project Engineer
Location: Edinburgh
Education: Heriot-Watt University

Taking part in the Curtins Academy gave me the skills to advance quickly from Graduate to Project Engineer in just a few years. Modules such as Presentations and Report Writing helped build my confidence in communicating with clients and other consultants both verbally and in written form, and the Financial and People Management modules set me up with the skills to effectively manage my own projects and provide mentoring to junior members of the team. The Academy also broadened my professional network, bringing together individuals from across all of our offices to take part in group activities. All Academy Modules count towards CPD hours, and many align with and provide great evidence for the attributes required for Chartered Membership with either the ICE or IStructE.

E

MARC BARLOW

Qualifications: CEng MICE, MEng
Level: Graduate Engineer to Innovation Coordinator
Position: Innovation Coordinator
Location: Liverpool
Education: Liverpool John Moores University

I joined Curtins in 2017 as a Graduate Structural Engineer and, after returning to the business in 2019 as a Civil Engineer, progressed to Senior Civil Engineer before moving into Curtins' first Innovation Coordinator role in 2025. The Curtins Academy played a fundamental role in that journey, helping me develop the technical and professional skills needed to progress my career.

The Academy modules expose you to learning opportunities that may not feature in your day-to-day role, providing a foundation you can draw on as new opportunities arise. Improvement and Project Management were particular highlights, giving dedicated time to learn principles often developed through experience.

One of the most rewarding aspects of the Academy is the network you build with colleagues from different offices and disciplines, creating relationships that continue throughout your career. Looking back, the Academy broadened my understanding of the industry, built confidence, and supported my journey to chartership. Less than a year after completing the programme, I achieved Chartered Engineer status with the ICE.



CONTINUED

WHERE IT CAN LEAD

Personal insights into the transformative experience of Curtins.

F

BECKY DREW

Qualifications: MEng (Hons), GMICE, DipLCM

Level: Work experience to Senior Engineer

Position: Senior Engineer

Location: Birmingham

Education: 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.

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.

THANK YOU

If you have any questions about the Curtins Academy programme please get in touch.

LandD@curtins.com