

# WHERE DO YOU SEE YOURSELF?

**GRADUATE CAREERS**  
SWEDEN

# IT IS ONE THING TO IMAGINE A BETTER WORLD. IT'S ANOTHER TO DELIVER IT.

## OUR SERVICES:

Architecture  
Building Engineering  
Construction Services  
Design and Planning  
Economics  
Environment  
Facilities Management  
Ground Engineering  
Health and Safety  
Infrastructure  
Masterplanning  
Programme Management  
Project and Cost  
Management  
Transportation  
Water

## OUR MARKETS:

Commercial  
Education  
Energy  
Government  
Healthcare  
Industrial  
Leisure  
Oil, Gas & Chemicals  
Power  
Sports  
Transportation  
Water

## **We live in a complex and challenging world. Now, more than ever, we need new thinking.**

Working on projects at every scale, including many of the world's largest civil infrastructure developments, we connect our global expertise to serve clients in over 150 countries. We bring a fresh approach to the critical issues of sustainable building, energy and water, from pioneering fuel-cell technology to innovative water-sensitive urban design. We help to create new communities and to better connect our towns and cities. We don't just imagine a better world, we help to build one.

### **Key facts:**

- US\$17.4 billion of revenue during fiscal year 2016
- Ranked #1 in Engineering News Record's "Top 500 Design Firms" for eighth consecutive year
- Named one of Fortune magazine's "World's Most Admired Companies" for the third consecutive year

### **COVER IMAGE: HOLOLENS TECHNOLOGY**

AECOM is pioneering HoloLens, a mixed-reality technology that enables our designers and engineers to view and interact with 3D models as if they are a part of the real world. By getting closer to and moving through structures, we can identify potential difficulties or unforeseen design issues. Smart.

In Sweden, Finland and Norway, we focus on enhancing infrastructure and providing extensive environmental services. Working from our main office in Stockholm, our local Nordic experts collaborate with our international specialists to provide transformational outcomes to our clients' biggest challenges across these areas and more. Read on to find out how you can be one of them.



# MAKING CONNECTIONS

## TRANSPORTATION

“

We're expanding our civil infrastructure operations across the Nordic region. So for us to attract the best graduates — the next generation of talented engineers — is essential.

”

**Johan Björkman**  
Managing Director  
Civil Infrastructure, Nordic Region

From road and rail to ports, bridges and aviation, we use our extensive knowledge in planning, designing and managing transportation systems, and in restoring and replacing aging infrastructure, to help our public and private clients find smarter, sustainable and more advanced ways to move people across cities, countries and continents.

By joining AECOM, you'll work on some of the largest and most innovative civil infrastructure projects not only in Sweden and the Nordic region — but around the world.

### **Our recent projects in the Nordic region:**

#### **E4 Stockholm Bypass**

The design phase of this major infrastructure project, one of the largest engineering projects in Sweden, involved over 500 people from 19 different disciplines across seven different countries. Our innovative use of Building Information Modelling (BIM) enabled us to manage the masses of information, collaborate effectively and increase efficiency — reducing costly project conflicts and clashes. In 2013, we won the Innovation in Roads category at the Bentley Be Inspired Awards for our use of BIM on the project.

#### **E4 Ljungby-Toftanäs**

The goal of the redevelopment of a section of the E4 was to create a motorway link with minimal impact on the local community and environment. We conducted the preliminary design and environmental impact assessment for 31 kilometres of the motorway, encompassing four interchanges and 28 bridges (nine over and 19 along the E4, and two over rivers). Using BIM, we established a data environment and work-flow that enabled us to work seamlessly with over 15 sub-consultants in Poland, Sweden and the UK, and deliver the project successfully.

#### **E10 Avvakko-Lappeasuando**

Our challenge when working on this important 18km section of road high above the Arctic Circle was to improve its visibility and safety for freight, local traffic and local people. We used BIM to create a design to widen the road and an existing bridge, and build a new bridge for pedestrians and cyclists. We also helped protect local wildlife by including two new big underpasses to allow animals — such as reindeer — to pass safely and undisturbed.



# PROTECTION IS KEY ENVIRONMENT

“

**Our investment in graduates ensures we are never short of enthusiastic talent and fresh ideas on approaches to solving even the biggest problems.**

”

**Andy Barker**  
Director  
Environment, UK and Ireland

Delivering projects that protect the environment is our traditional core focus across the Nordic region, making environmental management a natural and integral part of daily operations for our clients.

In this field, we have built up a broad range of private and public sector clients, spanning oil and gas, infrastructure, mining and industrial businesses.

### **Our recent projects in the Nordic region:**

#### **Laajasalo oil storage caverns**

In response to new Helsinki planning guidelines, Shell was required to close and remediate a riverfront property it used for storing and blending oil. The facility included two storage caverns located between 20 and 50 metres below sea level, each over 650 metres long and with a total volume of 280,000 square metres. In 2013, our experts supported Shell to exit the site, performing a variety of specialist tasks. This included groundwater monitoring and sampling, and the successful clean-up of 120,000 tonnes of soil.

#### **Shell Stornes tank depot**

To help Shell close down one of its Arctic petroleum storage facilities in Hammerfest, Norway, safely and without harming the environment, we developed an exit strategy for it to use throughout site demolition. As part of the strategy we safely removed 13 buildings, 18 deep tanks — one with a capacity of 9,990 square metres —and a large number of pipelines and tank foundations. Our team excavated over 13,000 tonnes of soil, most of which was contaminated with petroleum and prepared for off-site bioremediation.

#### **Transport sector PFAS study**

Per- and polyfluoroalkyl substances (PFAS) are potentially hazardous chemicals used in a wide range of products. In 2016, the Swedish Transport Administration asked us to conduct a survey of large parts of the Swedish transport sector to check for PFAS. Our environmental and remediation experts helped carry out the work, identifying various activities within the rail, road and aviation sectors that potentially used products that contained PFAS. We are studying these areas further as the project enters the next phase.

# WE PROVIDE A CHALLENGING ENVIRONMENT WITH EXCEPTIONAL CAREER OPPORTUNITIES.

## **How we create a better world matters**

We take great pride in the work we do. You can see our commitment to a more sustainable future in the everyday practices of our people. We're working smarter — making an impact for our clients while having a minimal impact on resources and our natural world. We're also making a difference through our commitment to social responsibility and volunteering, which enhance the global communities where we work and live.

By joining AECOM you'll play a part in finding innovative solutions to some of the world's most complex — and important — challenges. With our talented team of architects, engineers, designers, planners, scientists and construction and management professionals, we're building a bright future. The difference we help our clients make is felt in every region of the world. We have the people, technology and vision to deliver what others can only imagine.

## **Our ability to create solutions to complex challenges is rooted in our foundation — you**

And just as we're dedicated to delivering a better world, we're committed to giving our employees the greatest tools to build it. We have a rich history of providing innovative training. We provide our employees with the resources to deliver what others can only imagine. We design our comprehensive training and development programs to leverage your greatest skills and interests, and help you take them further than ever before.

## **We embrace diversity and inclusion**

At AECOM, Diversity and Inclusion is embedded in our core values and is a key driver of our success. Our innovation is enhanced by our ability to draw from a wealth of different backgrounds and experiences. Our diversity also enables us to better understand our clients and the communities in which we live and work.



“

**I started working at AECOM straight after graduating. As a junior employee I received a lot of opportunities to really learn, and was gradually given more responsibility, such as being appointed team coordinator.**”

**Daniela Duşa**

Architect, Bucharest

An inclusive culture is a dynamic, active and intentional environment that increases individual and organisational performance by creating opportunities for all employees to achieve their full potential. We recognise that sustaining a diverse and inclusive work environment is critical to our future success.

We believe in fostering an environment free from discrimination and harassment and ensuring equal opportunities in all areas of employment, including recruitment, hiring, training and promotion. We want to ensure that all employment practices are objective and free from bias, are based solely on work criteria and individual merit, and meet the broader goals and objectives of the company.



“

After one year of work experience as a project engineer, I was introduced to a large-scale environmental investigation and remediation project for a leading global manufacturer for trains and airplanes. My work on the project improved my technical and communication skills, and boosted my confidence in decision-making.

”

Anne Wiechert  
Project Engineer, Berlin



# WHAT CAN YOU LEARN IN YOUR CAREER?



Knowledge is a powerful tool. We can give you the resources to turn that knowledge into limitless potential. We'll show you what happens when people, ideas and perspectives connect. Learn from challenges that can only be solved by a company like ours. One with deep roots, diverse perspectives and an innovative approach. Build your future and make an impact with the support of our global network of experience.

## **We are committed to you**

Every year across the world, we welcome talented graduates into our teams. They get to learn from the best in the business, develop their technical skills and work towards professional accreditation. The job will be what you make it. If you bring passion, creativity, a commitment to the highest standards and outstanding technical skills, then AECOM will provide you with a strong start to a fulfilling career.

You'll enjoy working on some of the most high-profile development and infrastructure projects in the world — and have a lot of fun along the way.



## **Residential training events**

Some graduates will have an opportunity to join the Continental Europe Graduate Development Program (GDP). Built around residential training events covering key business knowledge and skills, it includes our financial, legal and commercial approaches, project management, negotiation, time management and presentation skills.



## **Professional qualification**

We support all our graduates towards a relevant and recognised professional qualification.



## **Technical development**

Nothing beats learning on the job, backed up with team support and appropriate software training.



## **Continued professional development**

From conferences and industry seminars to professional awards and competitions, you will be encouraged, and given financial backing where appropriate, to keep on learning.

# YOUR DEVELOPMENT NEVER STOPS

Our Graduate Development Programme is just one of a number of programmes within AECOM designed to support career progression. To help build technical knowledge and expertise, we provide training in your specialist area as part of our strategy to maintain technical excellence across the business.

We also run a suite of management development programmes, ranging from line-manager courses to those aimed at supporting people who lead large teams. We may also choose our top performers to join one of our talent programmes.

Designed to help those singled out as future leaders, these programmes offer networking opportunities, a special group project and focused leadership courses.



**It's not just about learning from the experience of our senior leaders. It's about breathing fresh air and taking one of our first big steps in our futures. All of us in the GDP are contributing to the planning of becoming someone.**



**Daryn Tamashayev**  
Architect/Engineer, Kazakhstan

## AECOM University

Our culture of continuous learning empowers employees to deliver a better world. Together with internal thought leaders, trainers and university professors, we have created a single platform for employees to find, learn and recommend courses.

With over 5,000 courses offered in 10 languages, accessible in the Cloud and mobile-friendly, AECOM University spans topics from water treatment, 4D CAD, investor relations, project management, business and people management, unconscious bias and much more.

While the campus is virtual, AECOM University has multiple formats including online on-demand at your convenience, scheduled virtually-facilitated sessions and in-person instructor-led classrooms. New content and curricula are added weekly.



# A GREAT PLACE TO BE

As a graduate at AECOM, your salary comes with a range of benefits and those available in Sweden include:



25 days' annual leave



Friendly office environment



Free legal advice on financial, legal and medical concerns via global external provider



Annual salary review while on GDP



Friskvårdsbidrag of 3000 SEK per year



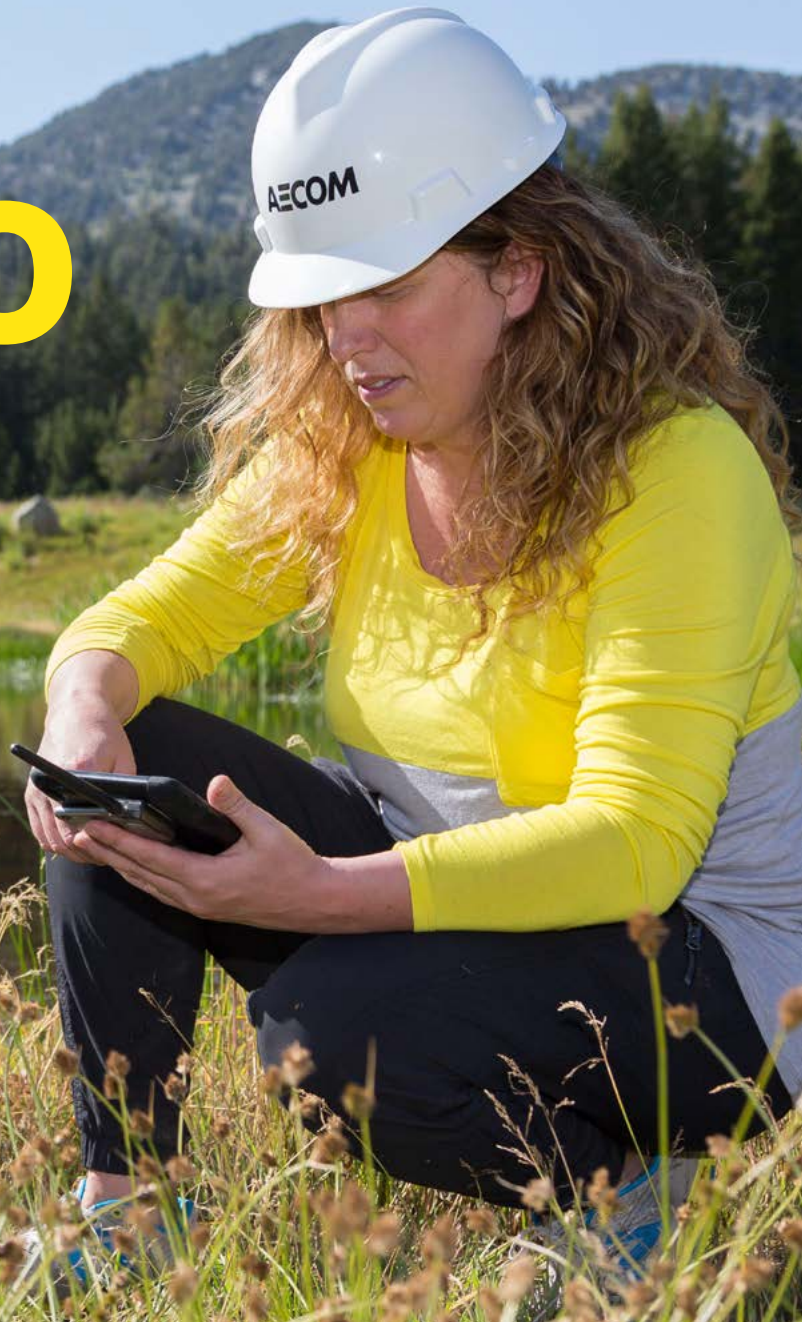
Pension mirroring ITP-1 after age 28

Learning and having fun together – a teambuilding exercise during the GDP programme



# HOW TO APPLY

**MAKE A START NOW.  
WHO KNOWS WHERE  
IT WILL LEAD...**



# ASSESSMENT PROCESS

# 1



## ONLINE REGISTRATION

Please complete all the required steps and upload your CV.

**Apply at [aecom.com/careers](https://www.aecom.com/careers) and search for reference 167834BR.**

# 2



## SITUATIONAL JUDGEMENT TEST

Our bespoke interactive online assessment helps us understand how you would react in scenarios likely at AECOM. Just as importantly, it helps you decide whether AECOM is right for you.

# 3



## FINAL STAGE ASSESSMENT

At this stage, you will have an interview with your line manager, whose aim is to get to know you, your aspirations and motivations, as well as your technical knowledge

## USEFUL TIPS:

- When completing the Situational Judgement Test answer the questions honestly, don't try to second guess what you think we want to hear.
- In preparation for the final-stage assessment, ensure you can demonstrate your knowledge of AECOM; your knowledge and expertise relevant to the team you are applying to; and your passion and enthusiasm. Come prepared with some insightful questions.

## EQUAL OPPORTUNITIES

We are an equal opportunities employer, committed to creating a work environment that values diversity and positively encourages applications from suitably qualified and eligible candidates from all walks of life. All applications will be considered on merit alone.

## QUESTIONS?

Email Maciej Szczęsny on [maciej.szczesny@aecom.com](mailto:maciej.szczesny@aecom.com)

### **About AECOM**

AECOM is built to deliver a better world. We design, build, finance and operate infrastructure assets for governments, businesses and organizations in more than 150 countries. As a fully integrated firm, we connect knowledge and experience across our global network of experts to help clients solve their most complex challenges. From high-performance buildings and infrastructure, to resilient communities and environments, to stable and secure nations, our work is transformative, differentiated and vital. A Fortune 500 firm, AECOM had revenue of approximately \$17.4 billion during fiscal year 2016. See how we deliver what others can only imagine at [aecom.com](http://aecom.com) and [@AECOM](https://twitter.com/AECOM).



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