



Welcome to the real world

Global opportunities in Engineering and Construction



Welcome to your future

You may not have heard of Bechtel. But your life has almost certainly been touched by the work we do. You see, across the globe and in virtually every area of engineering and construction, we're tackling the biggest and most challenging projects in the world today.

To give you an idea of the scale and scope of our organisation, here are a few statistics. We employ over 40,000 people. We have operations in some 140 countries. And while it's hard to put an exact figure on the number of projects we've engaged in, it's somewhere in the region of 22,000.

But more impressive than the numbers is the high-profile nature of our work. The creation of the Channel Tunnel. The reconstruction of Iraq. Engineering the world's biggest oil refinery in India. These are the kind of landmark projects in which our previous graduates have played an instrumental role. And now that we're looking for the next generation, they're the

kind of projects you could be involved in too.

Before you decide, it's worth bearing in mind that a career with Bechtel is about pushing the boundaries. It's about challenging conventional thinking and changing the world for the better. In other words, we're not just here to make a living. We're here to make history.

Care to join us?

Jamnagar Refinery, India



Boston Central Artery, USA



Lani Tan
MEng Civil Engineering
with study in Continental Europe

One of the best things about working for Bechtel is that they aren't afraid to put you onto a project straight away; you don't realise how much you learn in a very short space of time. I look back and think 'wow — look at what I'm doing and where I am'. There is a lot to learn both technically and culturally. One piece of advice I was given was 'be careful what you ask for — you'll get it!', this really is a 'can do' place which is great. At Bechtel, the culture is very inclusive and you're

always treated like a professional. There are so many things to enjoy about working here, but the thing I most enjoy is all the opportunities that come my way. It really feels like the world is your oyster. If I ask for experience I receive it. My advice if you're thinking of joining would be: Be prepared to move around. Romania was mentioned to me as a possibility and I had a ticket booked within two weeks. To sum up? Have your passport ready!



A graduate programme that'll take you further

If you've got what it takes, your time on our graduate development programme could well be the most exciting four years of your life. Such is the breadth of our business and the variety of opportunities in engineering, construction, procurement and our corporate functions, that your training could take you in any direction — not just professionally, but geographically too.

In the first two years, you could find yourself working on ground-breaking projects anywhere in the world. And when we say anywhere, we mean just that. In the past, our people have been whisked off to locations as far afield as the jungles of South America, the snowcaps of the Arctic and the deserts of the Middle East.

What's more, when you get to wherever it is you're going, you'll have a crucial role to play. You see, we believe, as a graduate, you can and should make a positive contribution to the projects you work on. So we give you real responsibility and expect you to make important decisions from day one.

One thing we won't do is pigeon hole you early on. Yes, you'll have a specific job to do which carries certain responsibilities. But we'll always encourage you to explore other areas of the business. That way, as well as honing specialist skills in your chosen field, you'll develop a broader understanding of the organisation as a whole.

Jubilee Line, UK



Darwin Liquefied Natural Gas Plant, Australia



What we're really like to work with

We're a big company, with a big reputation and plenty of big ideas. And behind those ideas are a diverse cross-section of incredibly talented people. Just being amongst them seems to bring out the best in everyone who works with us, inspiring each individual to push themselves further and strive for bigger and better things.

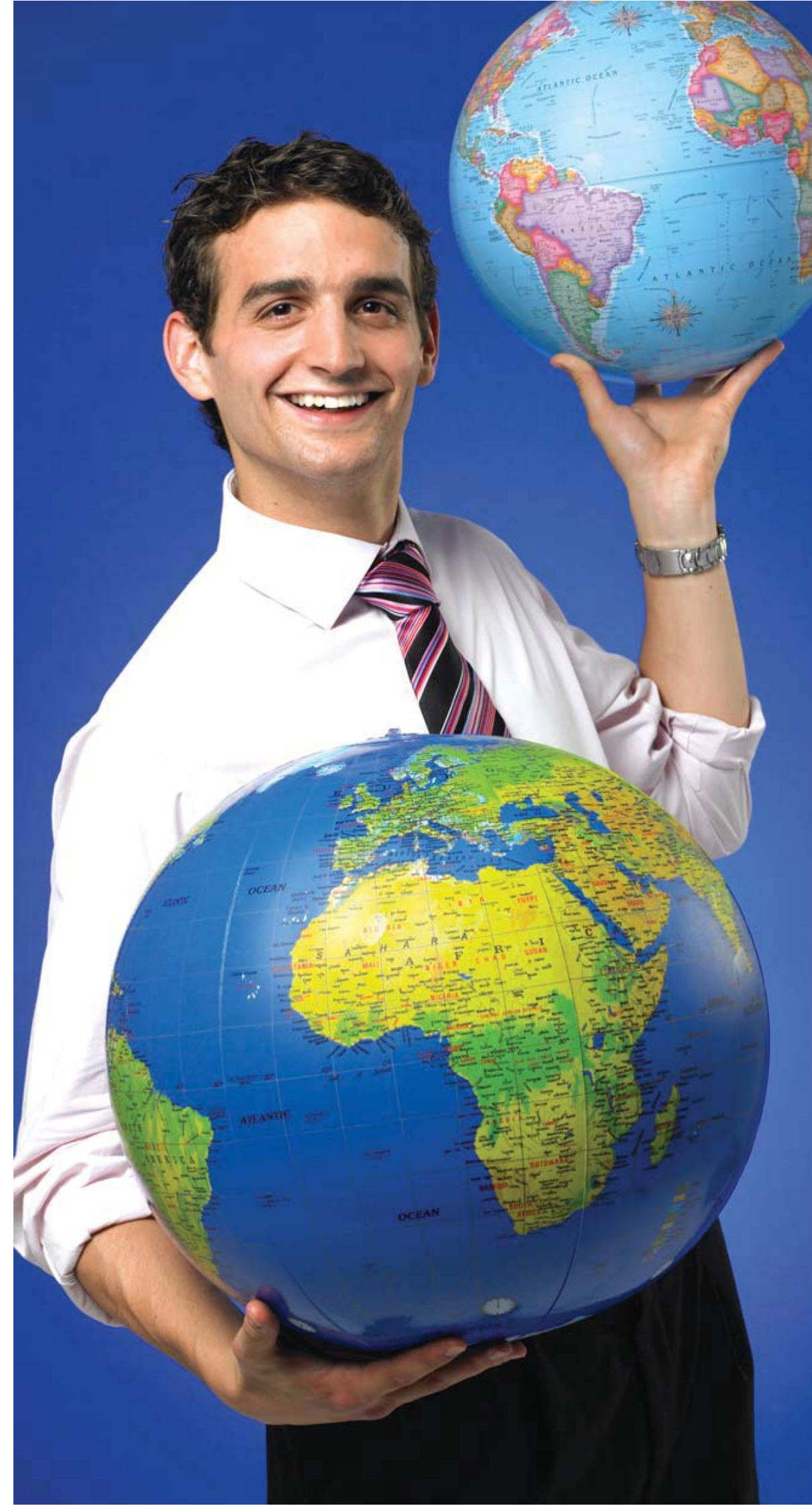
But if our talents as individuals are impressive, perhaps even more so is the way we work together as a team. We recognise the unique contribution each individual brings and capitalise on our strengths to the benefit of everyone – the client, each member of the project team involved and, of course, the business as a whole.

Across the organisation, we pride ourselves on being the best and delivering on our promises. That means putting a high value on competitiveness, performance and achievement. It's fast paced, but if you're the kind of person who works hard and likes to meet a challenge head on, it's the kind of environment in which you'll thrive.

Atlantic Liquefied Natural Gas Plant, Trinidad



Tacoma Narrows Bridge, USA



Ben Ruben
MEng Electronic & Electrical Engineering
with Management

One of the things that surprised me is that there is more client-facing straight away and that when they say global they mean it! I was sitting in my office on a Wednesday afternoon when my manager called me to say could I be in Rome tomorrow? The next day I flew to Rome for a month and a half and then on to Dubai for another two months. I also worked in Saudi Arabia for a while which was very different. It wasn't as hard as it might have been because Bechtel really look after you. We were living in a 5* serviced apartment! Bechtel

send you all over the world – but they certainly take care of you while you're away. Bechtel trains you for management from the start – and don't expect that it's enough to be an expert in one area, you are expected to learn everything. From the top to the bottom. It's fantastic experience and means that when you reach a managerial role, you know exactly how it all works. As long as you know your stuff and you work hard – you will love working at Bechtel.

Training designed to get you where you want to be

The process starts with a comprehensive induction, during which you'll be assigned a mentor who'll help you create your development plan, and a 'buddy' who'll act as an informal guide. You'll get to meet your new colleagues, explore your new environment, get a feel for the way we work and what's expected of you.

The structure of your training will depend on the area of the business, but regardless of where you join us, your initial focus will be on gaining a professional qualification as quickly as possible. For engineers, this obviously means achieving chartered status. While for those in other functions it means passing the necessary exams and becoming a member of the relevant professional body.

This focus on professional qualifications is something we're very clear about. But from day one, you'll also have access to a wide range of training courses designed to develop your management skills. Relationship management. Team leadership. Effective negotiating. All are essential qualities for any future leader in our organisation. And as such, they're the qualities we'll be keen to develop in you.

Then, of course, there's the 'on the job' experience you'll gain. The type of projects you'll be involved in and the calibre of people you'll be working alongside and learning from will accelerate your development far beyond anything training alone can achieve. Indeed, past graduates feel they've developed twice as quickly as their peers elsewhere.

The rewards and benefits you can look forward to

To attract and retain the best, we offer a competitive starting salary, which is reviewed every six months for the first two years. After that, you'll move on to our accelerated pay scale and, through regular reviews, your salary will continue to reflect your performance and the progress you make.

On top of your salary, we offer a wide range of employee benefits, including a private healthcare plan, personal accident insurance, group life assurance, personal pension plan, EAP, wellness programme, season ticket loan and a long-term disability scheme.

Soon after you join us, however, you'll understand that the real rewards don't arrive with your monthly pay-packet. Instead, they come with the realisation that your contribution matters. And that you've joined an organisation where you can make an impact at a very early stage in your career.

Where to go from here

So there you have it. A phenomenal organisation. And one that offers truly unprecedented opportunities. If you like what you've read so far and think you've got what it takes to join us, find out more and apply online at www.bechtel.co.uk/graduates

What the selection process involves

First, we'll assess your written application. If selected, you'll be invited for an initial interview by the function you've expressed an interest in. The next stage will be a full-day Assessment Centre, where you'll be given a range of individual and team tasks to complete, each of which is designed to assess specific competencies and personal attributes. A successful Assessment Centre performance will usually lead to an offer. But in certain circumstances further interviews may be necessary.

Chek Lap Kok Airport, Hong Kong



Nanhai Petrochemicals Plant, China



Four Lane Motorway, Romania



Jubail Industrial City, Saudi Arabia

