



ENGINEERING

SPARK

YOUR CAREER WITH US

# GRADUATE PROGRAMME



[www.suireng.ie](http://www.suireng.ie)



# WHY US?

**Suir Engineering enables our people to fulfill their potential - our number one asset is our People.**

With Projects in Ireland and Europe, and across 4 Sectors, we offer a wide variety of opportunities for Graduates who want to diversify their experience and expertise and give a boost to their career. Graduates will also benefit from the experience of our experts who are recognised professionals in their field.

# ABOUT US

**We are a leading provider of innovative Mechanical, Electrical and Instrumentation Engineering solutions for our Clients throughout Ireland, UK and Europe, across 4 sectors; Pharmaceutical, Data Centres, Energy, Power and Renewables and Food and Beverage.**

We provide best in class contracting solutions with in-house, flexible resources capable of providing a personable and consistent service to our Customers. With over 1,300 Employees, Suir Engineering prioritise direct hire practices and make it our mission to contribute to our employees development every step of the way. Suir Engineering has a proud track record of retaining Staff and promoting its talent from Apprenticeship to Director.

**Our way of working is called the Suir Way, designed to help us continually improve.** The benefits for employees are:

- Our people are empowered to make changes to ensure a quality install through effective ways of working.
- Our people have a voice and feel empowered.
- We have an in-built culture of innovation, learning and continuous improvement.
- Value is delivered every step of the journey. Our efficient processes deliver value.
- We have a standard, consistent and fully integrated health, safety, environment, and quality system within the business.

# GRADUATE PROGRAMME JOURNEY



- Company Induction
- Meeting the Leaders
- Graduate Programme Information
- Suir Way
- IMS

- Soft Skills Training**
- Communicating with Insights
  - Leading and Managing Projects
  - Presentation Skills
  - Time and Task Management
  - Emotional Intelligence
  - Being part of a High Performing Team

- "A Day in the Life": BIM / Estimating / Purchasing / Business Development / Human Resources

- Business Topic Project
- 3-4 per Group
- Presentation to Senior Management Team

## HAVE YOU GOT WHAT WE ARE LOOKING FOR?



We are looking for people who will share our values and behaviours, and want to progress their career with experts in their fields.

We take Graduates for the following positions:

- **Electrical Engineers**
- **Mechanical Engineers**
- **Civil Engineers**
- **Quantity Surveyors**
- **EHS Advisors**

### GRADUATE TESTIMONIAL

The Graduate Programme is a great way to kick start your career. It offers Graduates the chance to develop both their practical and soft-skills. It gives you an understanding of how different sectors of the business operate and how these sectors work side by side to produce high scaled and detailed projects to our Clients.

**William Heazle**  
HR Administrator

### GRADUATE TESTIMONIAL

The Graduate Programme is a great opportunity with Suir Engineering. It is well organised to give graduates a good insight into the Construction Industry and what Suir is about. The Graduate Programme also provides a variety of modules which are helpful on a day-to-day basis on site and in the office.

**Luke McCarry**  
Graduate Civil Engineer



## BENEFITS

- Competitive salary from €35,000.
- Employer contributions to Pension and Private Healthcare.
- 23 days Annual Leave.
- Employee Wellbeing and Employee Assistance Programme.
- Educational Assistance, CPD and Professional Membership.
- We support Graduates who wish to pursue Chartered Engineer or Chartered Quantity Surveying status.
- Opportunities to progress your career whilst working on large scale projects.
- Mentoring from Senior Team Members.

# ABOUT THE GRADUATE PROGRAMME



The aim of our Graduate Programme is: **To empower our Graduates to develop the vital skills and competencies needed for a lasting career with Suir Engineering and to understand all stages of large-scale construction projects.**

We strive to hire the best people as we believe Graduates are key to the future of our business. We invest in the training and development of our team and provide the support and experience you need to fulfil your potential.

**Our Graduate Programme takes 18 months to complete starting in September of each year.**

In order to support your integration into our company, you will be assigned a Mentor, given training and exposure to different functions of the business. You will also be part of the Project Team, working on site. The Courses are delivered by external and internal subject-matter experts in a dedicated learning environment.

In addition to on the job experience we also provide some specialised Programmes for our Graduates.

- Induction in September.
- Soft Skills Modules - Communications / Presentation Skills
- Business Modules - learn how different parts of our business work
- Business Project.



# SUIR WELLBEING



## Lighthouse Club Assistance Programme (EAP)

The Lighthouse Construction Industry is a Charity that provides emotional, physical and financial wellbeing support to construction workers and their families.



**LOOKING FOR WELLBEING MASTERCLASSES?**

**LIGHTHOUSE CLUB OFFERS FREE ONLINE CLASSES & COURSES**

## Helpline Phone Numbers

**Lighthouse Club:** Freephone: 1800 939 122

Text: HARDHAT to 50808

**Pieta House:** Freephone: 1800 247 247

**Samaritans Ireland:** Freephone: 116 123

**Aware:** Freephone: 1800 80 48 48



## Employee Assistance Programme (EAP)

Free, Confidential Service available to any Suir Engineering Employee and their Family.

Immediate access to Fully Qualified,

Accredited Counsellors and information Specialists. **24/7 Access**

**Freephone: 1800 995955 Email: eap@vhics.ie www.vhi.healthhero.com**



# CONTACT US

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Succeed by Delivering a

**Better Experience**