



BURO HAPPOLD

Early careers interview guide

Welcome

In this guide you'll find useful information about us and about the recruitment process

Who are we?

We are an international, integrated consultancy of engineers, consultants and advisers, with a presence in 31 locations worldwide, over 70 partners and 2,200 employees.

For over 45 years we have built a world-class reputation for delivering creative, value-led solutions for an ever challenging world.

As a truly inter-connected community of experts, we value human wellbeing, curiosity, embrace mutual responsibility and genuinely care about the impact and legacy of our work.

Above left:
Museum of the Future, Dubai, UAE
Image: Phil Handforth

Above right:
Jewel Changi Airport, Singapore
Image: Tim Hursley

Right:
Providence River Pedestrian Bridge, Providence, Rhode Island, USA
Image: Kroo Photography

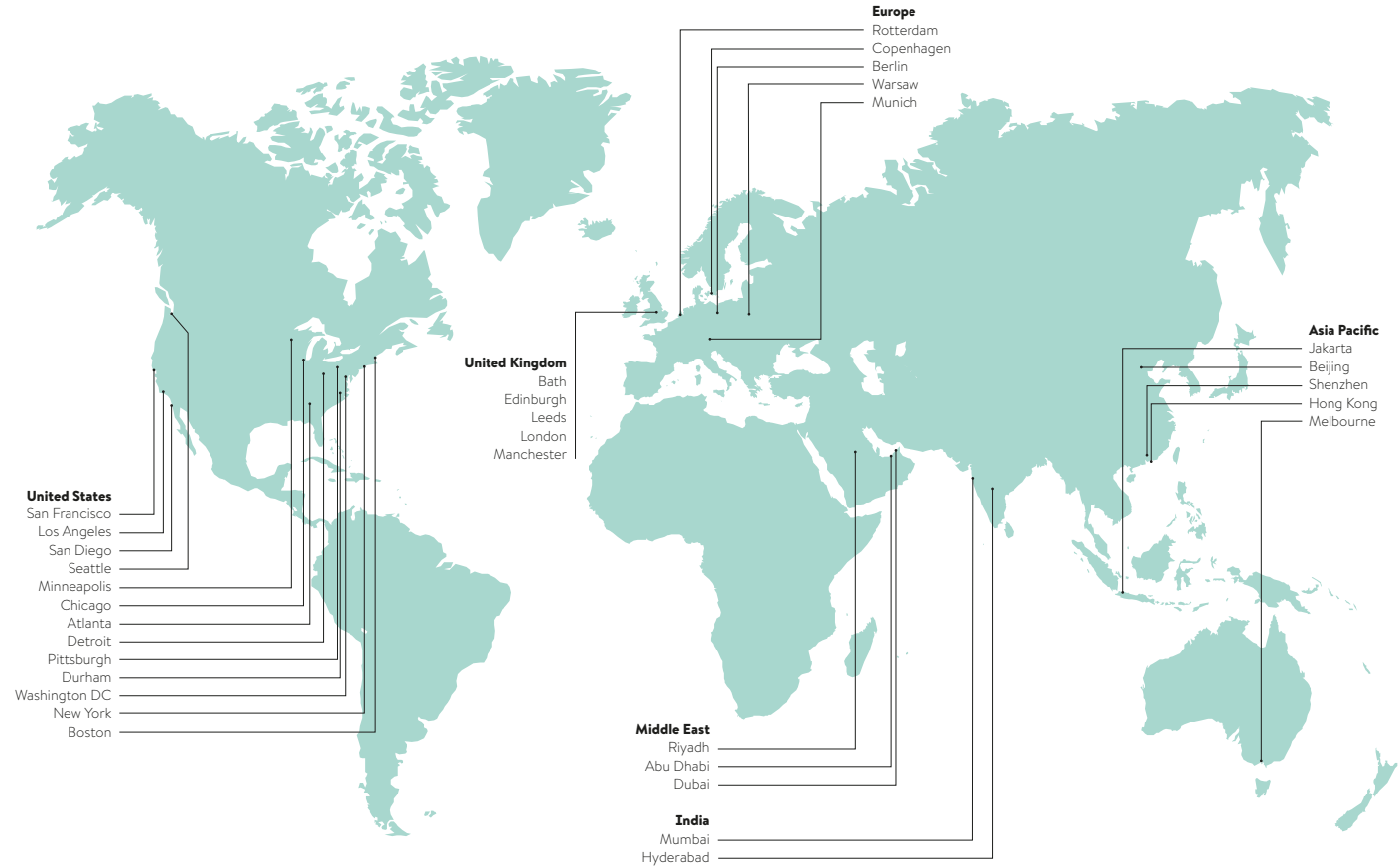


31
locations worldwide

Over
2,200
staff around
the globe

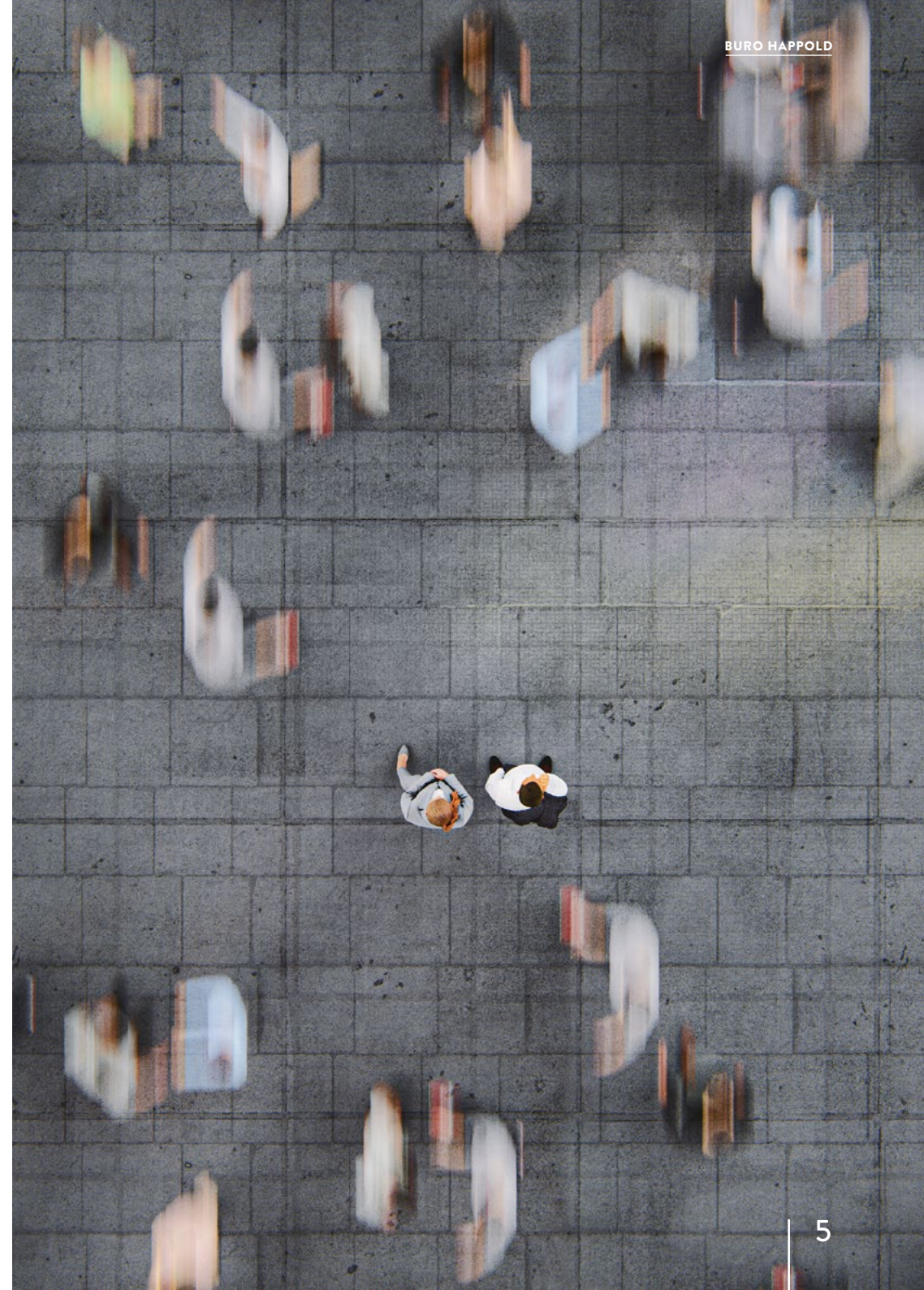
5
offices in the UK

800+
staff in the UK



What are our values?

1. We value **human wellbeing**, and are discontented with limitations. We commit to taking this seriously for our people and our projects.
2. We are a **diverse one-firm culture**. When we get it right, it sings. Internal barriers are always to be overcome through inclusivity and equity above all else.
3. We embrace **mutual responsibility**. It is easy to default to individual success. Teams need to share success and failure in the same way.
4. We are more than a business. We **care about the legacy of our work**. We have a responsibility of care as an employer and influencer in shaping the world.
5. It takes courage to create. Our culture fosters a **dynamic between technology and empathy** to gain a deeper insight, unleash imagination, and manage risk.



Our expertise

Building structures

Structures
Ground engineering
Project design

Building environments

Building services (MEP)
Smart buildings
Sustainability and physics

Cities

Energy
Water consulting
Waste and logistics
Transport and mobility
Environment (EIA)
Consulting
Infrastructure
Ecology
Bridge engineering

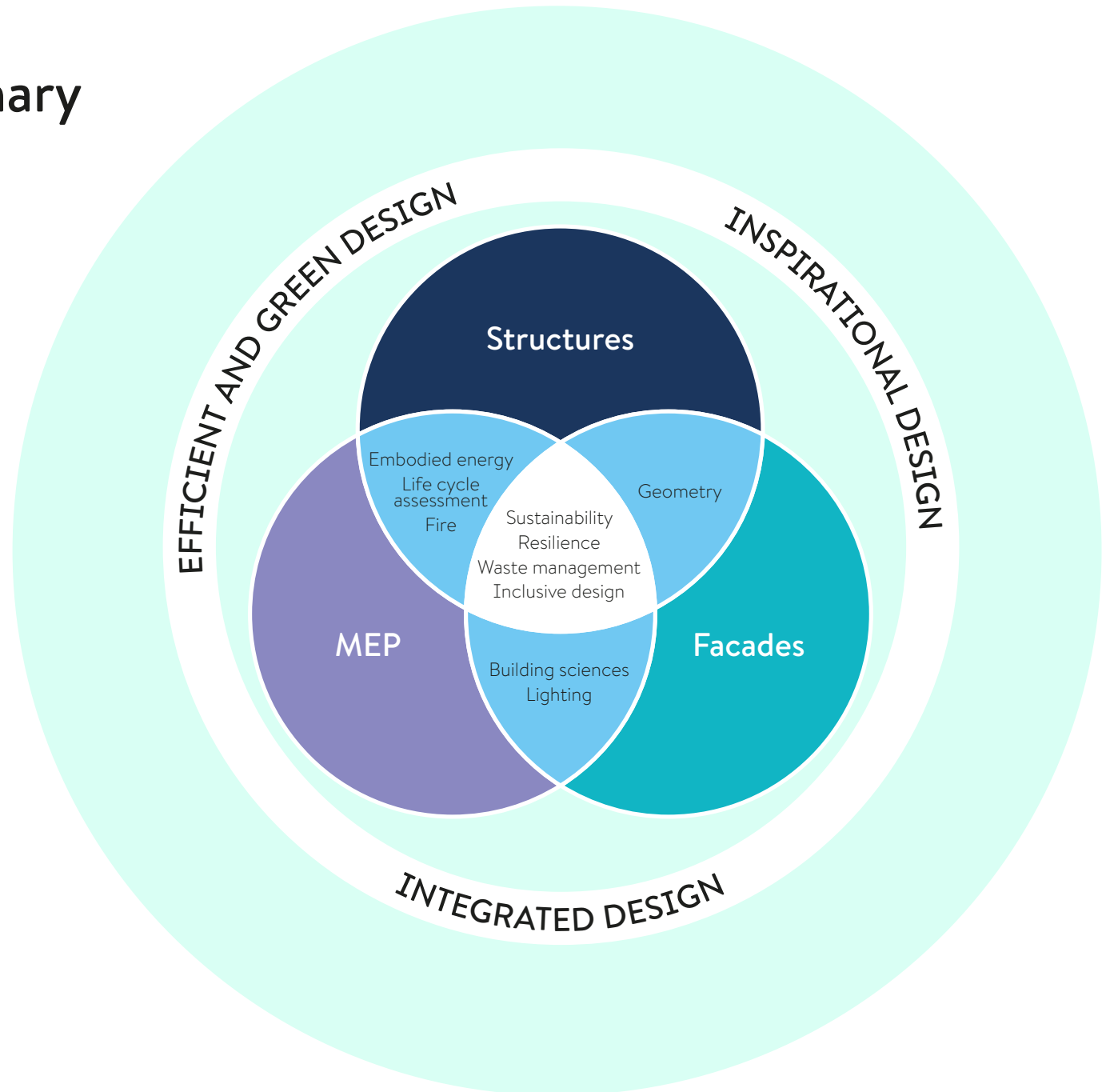
Specialist disciplines

Inclusive design
People movement analytics
Security and technology
Acoustics
Fire engineering
Lighting design
BIM and data management
Asset consultancy
Facades

Read more about our specialist disciplines [here](#)

Truly multidisciplinary

A plethora of interesting and challenging projects to stretch your professional skills. We offer an opportunity to work on multidisciplinary projects alongside a range of specialist engineers and designers both within Buro Happold and our collaborators.



What's important to us?



Our
inclusive culture

Our
climate
commitments

Our
social impact

Our
heritage

What are we looking for?

As well as technical capability, we look for behavioural, cultural and potential leadership fit. In line with our vision, we are looking for...

High performance | A winning attitude

Leading through technology

Collaboration | Agility / flexibility



The interview

Interview preparation tips

Ensure you spend some time familiarising yourself with the discipline and/or team that you are interviewing with you. You can do this by searching for the specialism on the [Buro Happold website](#).

Check out our exciting projects! It is a great way to learn more about our work and methodology. This will also give you ideas around talking points during your interview.

Make sure you familiarise yourself with the key focuses of the role and the type of work you would get involved in (you can find this in the job advert). It is important to think about previous experience or projects that you can discuss during your interview to demonstrate the relevance of the skills/experience you have to the role. We are happy to hear about real life experience or relevant academic projects you may have been involved in.

We sometimes ask candidates to prepare an interview task, the recruitment team would share the details of this with you beforehand. If you need any additional support or guidance, please reach out to the recruitment team.

Finally, the interview is equally an opportunity for you to get to know us better too! Feel free to think or note down some questions as part of your interview preparation to ask the interviewers.

Interview questions – preparation

During the interview, you may be asked a variety of different questions that are typically competency-based. There can also be a mixture of opinion question and behavioural interview questions that will allow you to demonstrate the relevance of your skills and experience. This can be through your academic studies/projects, work experience and volunteering examples.

Review the job advert that you applied for to remind yourself of the key criteria of the role so you can prepare your answers. If you have misplaced this, you can also log into your account on the career page to review your past applications. Alternatively, you can ask your contact in the recruitment team to send you a copy.

A common interview question preparation tool is adopting the **STAR** Technique when mapping out your answer:

- **S**ituation – the situation you had to deal with.
- **T**ask – the task you were given to do.
- **A**ction – the action you took.
- **R**esult – what happened as a result of your action and what you learned from the experience.

Interview structure

The interview structure can vary from time to time, however the standard format would be as follows:

Introductions

- We will introduce ourselves.
- Explain how the interview will be structured.
- Talk about what you hope to get out of the interview and what it is you're looking for.

Interview task

If there is an interview presentation task set, you will kick off the meeting with your presentation shortly after the introductions.

Q&A

The remainder of the interview will be a series of competency style interview questions based on the role you are interviewing for, assessing both your technical capabilities.

Closing

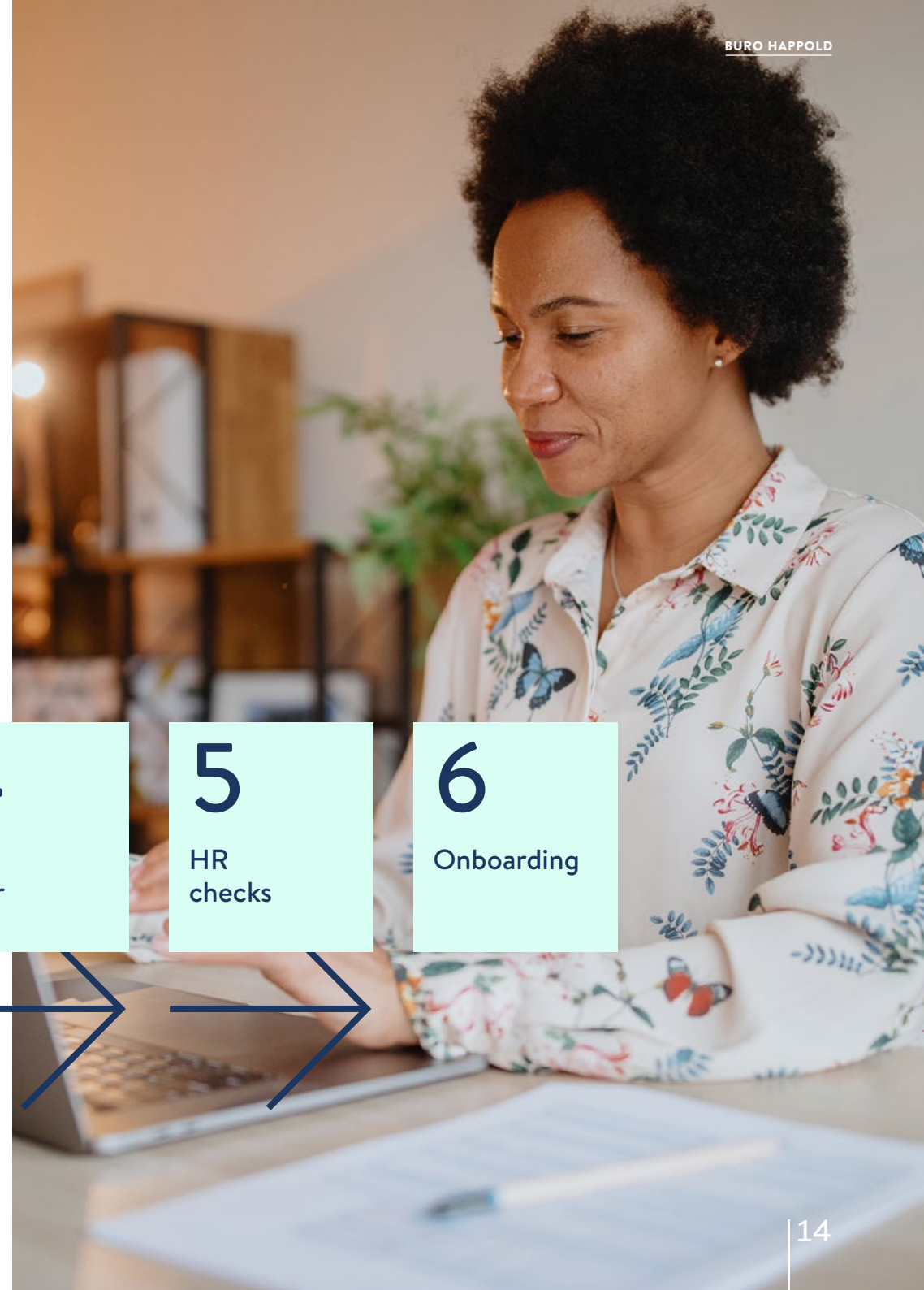
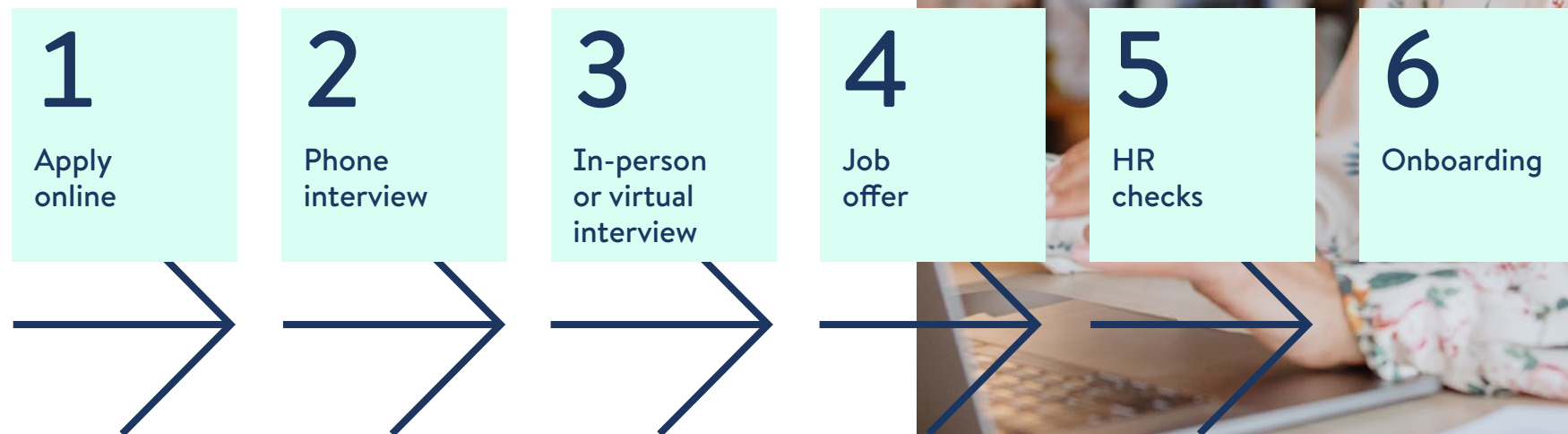
After the interviewers have concluded their questioning, they will allocate some time at the end so you have an opportunity to ask any questions you may have.

Decision/feedback

We aim to get back to candidates within 2-4 weeks of their interview in regard to the outcome. If you have a change of circumstances or simply want a follow up, please reach out to the recruitment team.

The recruitment process

We place great importance on having a safe and inclusive environment and will seek to make any arrangements that may be required to enable all who work with us to thrive. We have flexible working hours and hybrid working, and welcome applications from all backgrounds and walks of life. If you have any questions about how this could apply to your specific circumstances or if there is anything we can offer to make the application experience more comfortable for you, please don't hesitate to get in touch with us.



Buro Happold rewards

We offer a selection of flexible and exciting benefits that will support your professional and personal growth with us.

25 days

annual leave

Flexible benefits

including dental insurance, cycle scheme, travel insurance and many more

Up to **2** professional subscriptions per annum

Access to

Employee Assistance

program

Season ticket

loan

Optical

cover

Access to

Corporate discounts

Income

protection



“

Buro Happold are good at nurturing young engineers. They are not frightened to give young staff the chance to take on responsibilities and I am pleased they encourage young women.

— Carol Lelliott, Partner, Nicholas Hare Architects

University College London
Management School Expansion,
London, UK

Image: Alan Williams Photography |
Nicholas Hare Architects.

Develop your career with us as a graduate

Room to grow

Our Employee Personal Development Reviews embrace new neuroscience research that focuses on encouraging employee-led career conversations. The introduction of My Career Plan and Objectives (My CPO) demonstrates our commitment to support our people and ensure we tailor career prospects for everyone.

Emerging professionals programme

Our graduates learn the fundamentals of design and technology whilst building a base in consulting and professional skills. This is a blended learning programme where participants gain experience against our internal professional and technical frameworks in relation to their specialism. A mixture of classroom and online learning supplements both the technical and professional skills development. We have an additional range of options for training associated with BIM & digital design and delivery.

Professional registration (Chartership)

We see membership of a professional body and professional registration as crucial to the development of our people and offer substantial support to those aspiring to achieve this. In the UK, all employees are encouraged to have up to two professional memberships. Engineers outside the UK are encouraged to demonstrate their technical competence through membership of an international body related to their specialism.

Develop your career with us as a graduate

Informal training

We have fertile communities for our consultants and engineers to share new ideas, for all to learn and benefit from each other. Less formally, our networking events (e.g. Speed Date a Chartered Engineer) allow graduates to learn from more senior colleagues in a friendly, informative way. “Ted Talks”, in memory of our founder Ted Happold, are lunchtime talks that focus on a specific topic to give you a broader understanding as to what’s going on within the wider engineering and consultancy space.

A diverse range of expert teams

With over 30 areas from structural engineering to acoustic design and economics you could help make a real difference on some of the most exciting and complex challenges happening right now. We offer a range of specialist disciplines to our graduates every year. You will also have the opportunity to be supported (or even join) our Young Employees Forum in your local office and contribute your experience and learnings to the next generation of engineers through various outreach activities.

Good luck!

Apply online at: www.burohappold.com/careers

Questions: earlycareers@burohappold.com