

Our Early Careers opportunities



Early Careers

Where have you been?
We've been waiting for someone like you!



We are guessing that you are here to learn more about who BAM are, our UK Early Careers programmes and the recruitment process, amongst other things?

Well, you have come to the right place!

We offer fantastic Early careers opportunities:

- Apprenticeships
- Undergraduate summer and year-out placements
- Undergraduate scholarships
- Graduate positions
- Work experience

People are at the heart of what we do at BAM. We recognise that creating a diverse and inclusive environment that nurtures our employees and encourages them to bring their best and whole self to work is crucial.

We're on an exciting journey to get us there by recruiting the very best talent to join us regardless of race, colour, religion, national or ethnic origin, sexual orientation, gender identity or expression, age, disability or other characteristics.



[@BAMUKCareers](#)
[@BAMNuttall](#)



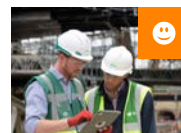
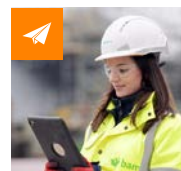
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Who is BAM?

In the UK, we have two operating companies called BAM Construct UK and BAM Nuttall.

Both operating companies are part of the Royal BAM Group, one of Europe's biggest and most successful construction companies and a leader in digital construction.

We have over 19,000 people operating in the Netherlands, the United Kingdom, Ireland, Belgium, Germany, with a clear purpose - to build a sustainable tomorrow.



BAM Construct UK
With over 2,600 employees, BAM Construct UK develops, designs, constructs, refurbishes and operates buildings.



BAM Nuttall
With over 3000 employees, delivers civil engineering infrastructure projects

Now you know us, and we know you, however, let us refresh you on BAM

The Royal BAM Group are one of Europe's successful construction companies and a digital construction leader, operating in the Netherlands, the United Kingdom and Ireland, with a clear purpose - to build a sustainable tomorrow.

With over 18,000 people, BAM leads projects in Civil Engineering and Construction.

People are at the heart of what BAM do, and creating a diverse and inclusive environment that nurtures our people to be the best they can be is key to BAM's future.

When you work at BAM, safety is unconditional. It comes before profit. We take responsibility for ourselves and each other and towards society at large. On-site, on the road and at the office.



Projects and innovation at BAM, a selection of BAM stories



BAM cares

We care about our environment and the communities where we operate.

Our long-term sustainability ambition is to be a business that positively impacts society and the environment by 2050.

BAM are committed to reducing global CO2 intensity by 50% by 2030, in a target approved by the [Science-Based Targets initiative](#) (SBTi). BAM are one of the first contractors to have an agreed science-based target!





Upgrading London's 150-year-old sewer system Thames Tideway Tunnel

Currently relying on a sewer system built for less than half of its nine million population, London's 150-year-old sewer system is in the process of being upgraded to meet the needs of the capital's growing population!

Every year, millions of tonnes of raw sewage overflow into the River Thames, harming the river and its wildlife.

A new 25 km 'super sewer' will intercept, store and transfer sewage away from the river, travelling through London at depths of 30 to 60 metres.



BAM is using innovative digital construction tools, such as 3D design models throughout the build and a Fulmax virtual reality cube on-site so site operatives can view digital models in progress and provide their input to improve the build and Field 360 on iPad so our mechanical and electrical engineers can approve on-site maintenance work digitally.

This mega project is due to be finished by 2024.

Watch our video below. Subtitles can be turned on.



Top tips for getting started at BAM!

Our Early Careers people were once in your shoes; here’s what they have to say about getting started at BAM.



Krystal
Construction Apprentice
United Kingdom

“Don’t be afraid to step out of your comfort zone, take ownership of independent learning and ask questions.”



Dennis
Early Careers
The Netherlands

“Be honest, watch and learn and most of all, have fun!

They might be a little cliché, but I think those things are essential for every position and everyone starting something new.”



Felicity
Construction Apprentice
United Kingdom

“Don’t be afraid to do things wrong - you learn from your mistakes!

Ask questions to increase your knowledge of the role and broader business.

If you are not doing anything, ask your line manager to give you things to do and even create a to-do list with your line manager or colleagues, so there is a direction during your first few weeks at BAM.

Finally, take every opportunity presented to you; this will enhance your knowledge and experience, and you may even find exciting new areas of the business that you want to explore further.”



Saoirse
Graduate Engineer
Ireland

“Ask questions all the time! Whenever I didn’t understand what was happening or any terminology being used, I asked people around me many questions. I continue to question how things are working daily. I found anyone I approached to be more than willing to share their knowledge and expertise with me.

Try to keep the experience you’re getting varied, don’t just get comfortable doing a few things; if something new comes up, volunteer yourself to do it or help. It also makes for a more exciting workday if you aren’t just doing the same few tasks every day.

Inevitably everyone is going to make mistakes when they start. When this happens, don’t be afraid to approach another team member and let them know. I found people were happy to help me rectify any mistakes I had made and appreciated me speaking up when it happened.”





Heleen
Trainee
The Netherlands

“If it isn’t already in your diary, start by planning (online or offline, depending on where you work!) coffee meets your team/direct colleagues. I invited them in alphabetical order!

If you’re working from home, ask others how they create and organised their workplace at home!

Don’t feel guilty if your diary isn’t fully booked for the first few weeks; you’ll get busy soon enough!”



Muaaz
Site Engineer Apprentice
United Kingdom

“Ask for help when you need it and keep asking questions.

Make time to get to know your colleagues; you may feel like you are out of your depth when being in a new team and environment but taking time to chat with others and build bridges at work is essential.”



Jagoda
Graduate Engineer
Ireland

“Ask as many questions as you can think of. It’s all a part of the learning process, and everyone around you was once in your position.

Try to get to know people outside of your team. It’s a great way to make new friends within the company and learn more about what they do in BAM day-to-day.

Take notes and keep a diary. Looking back at your progress and keeping track of information is vital.”



Christian
Trainee
The Netherlands

“If you’re working from home, create your own “office space”: video call colleagues with questions like you would have in the office. This will make more of a team feeling.

Be stubborn and naive about things that ‘have been this way forever’ and need a change in your opinion and share your ideas.

When considering developing something new, double-check whether other colleagues have previously researched and explored this; it will save time and support you with your thinking and direction.”



Your site placement

Before you start we will have keeping in touch calls and will talk to you about what you are looking for in a site placement to help match you to the right opportunity in BAM.

Your first days on site will be your induction, where you will find out more about BAM, the project, team and what will happen on your placement. .You will also get the opportunity to meet key people from the business and get to know each other too!

We like to connect our QUEST scholars and you will be invited to network virtually to learn and share experiences

We will support you with the experiences you need to work towards your ICE IEng professional qualification and you will meet regularly with your Supervising Civil engineer

Your support Network

We are here to support you in your day to day work, and throughout your scholarship programme.





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