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WORK ON THE BEST

Are you passionate about improving quality of life? Do you want to work on the largest, most complex and rewarding projects in Australia and across the world?

We are the leading design and consultancy firm for natural and built assets with a passion to improve the quality of life and be recognised as the best. To achieve this, we collaborate with the 27,000 in over 350 offices around the globe on world-changing projects.

We welcome people who want to be the best and who want to work with the best. As the CEO for Australia Pacific, I’m not only looking for people who are great at what they do but also who look up at the world around them and ask, “how can I make this better?”

If you think this is you and can see yourself as an Arcadian, then we want to speak to you.

Greg Steele
Regional CEO – Australia Pacific

SIX REASONS TO JOIN ARCADIS

1. WORK ON THE BEST
   As a leading global design and consultancy firm, we work on the most complex, challenging and world-changing projects.

2. BE PART OF A TEAM
   Work with experts and industry leaders from both Australia and around the world.

3. ENJOY FLEXIBLE WORKING
   Build a working arrangement that suits your life, not the other way around.
A BIT MORE ABOUT US

The world is a complex, challenging place. Clients demand sustainable and sophisticated solutions and we make that happen through impeccable partnerships, smart thinking and a unique work culture driven by international collaboration.

At Arcadis, we help shape the world around us to become a better place. We are successful because we are passionate about improving quality of life for communities across the world.

With skilled and talented people on board, we provide major companies and governments around the globe with cutting-edge design, consultancy, engineering, business advisory, architecture and project management expertise.

A reputation for innovation and results is why the Arcadis name continues to define outstanding, pioneering projects. From climate change and integrated cities to iconic towers, superfast rail, high-tech hospitals, clean water, multimodal transport and environmental protection, we are at the forefront of global change.

IMPROVING QUALITY OF LIFE

Our passion is to improve quality of life and to be recognized as the best by our clients, our shareholders, our people and the communities in which we live and work. At Arcadis, we value integrity, focus outcomes on what’s best for clients, understand sustainability, and work collaboratively with clients and each other.

LEARN ON THE JOB

Learning never stops, so take part in both our formal and informal on-the-job training.

SEE THE WORLD

Experience working on global projects in one of our 350+ offices around the world.

IMPROVE QUALITY OF LIFE

Share our passion to do great work that improves quality of life for communities around the world.
SHAPING AUSTRALIA’S FUTURE
OVER 75 YEARS WORKING ON MAJOR PROJECTS ACROSS AUSTRALIA

We are proud to work on some of the biggest and the best projects across Australia and around the world, including the tallest buildings and the most complex infrastructure.

“We’re working on some of the country’s most influential and complex transport projects.” From the $3Billion WestConnex M4 East, to rural motorways, Austen says each one presents new challenges.

“The future impact of any work we do today is increasingly front of mind with infrastructure,” Austen added. “The environment is key of course, but so too is planning for climate change, flooding or how people will live and work in cities 10 or 20 years from now.”

AUSTEN SHOEBOTHAM ON COMPLEX AND REWARDING PROJECTS

Austen Shoebotham began working for Arcadis in the UK as an undergraduate civil engineer and is still with the company 14 years later, even after moving across the world to Sydney.

“Austen Shoebotham
Associate Technical Director – Highways
KATE FRANCIS’ JOURNEY
FROM BRISBANE TO LONDON

Civil Engineer Kate Francis joined Arcadis in 2012 as a graduate and is now in the UK infrastructure team.

“After being a 2015 Global Shaper, I was keen to build on the international connections I made and try working in the UK. I saw it as a great opportunity to further develop my technical skills and understand how Arcadis operates internationally.”

Anyone can experience the global opportunities that Arcadis has to offer by participating in any of the Lovinklaan programs.

Kate Francis
Civil Engineer

EXPERIENCE ACROSS MAJOR WORLD-CLASS PROJECTS

Combining global knowledge and local expertise, we work on iconic projects that improve quality of life around the world:

- Millau Viaduct, France
- Burj Khalifa, Dubai
- Tower Bridge, London
- Taiwan High Speed Rail
- London Bridge Station, London
- Large Synoptic Survey Telescope, Chile
- KAHRAMA Reservoir, Qatar
- East Side Coastal Resiliency project, New York
- Amsterdam Central Station, The Netherlands
- Large Synoptic Survey Telescope, Chile
“I could never have done that without the flexibility Arcadis allowed me,” Lisa said. “I was able to work three days a week and remotely when needed as we started our family, and that meant all the difference.” Lisa now works four days a week but says she still has the freedom to plan which days she comes to the office and when it’s more efficient to work from home.

Lisa Samways
Business Leader for Buildings NSW
SAFETY FIRST

We take safety very seriously and have a long history of putting safety first.

Informed by a global approach, years of experience and the guiding TRACK system to proactively manage risks, Arcadis health and safety is embedded in our culture, values and the way we do business both in the office and around the world.

The focus on safety is evidenced by our Fundamental Health and Safety Principles, which include:

• **TRACK** – **THINK** through the task, **RECOGNISE** the hazards, **ASSESS** the risks, **CONTROL** the risks, **KEEP** health and safety first in all things.

• **Stop work authority** – stop work if you believe it is not safe.

• **Practise “if not me, then who”** – if you see something unsafe (or not right), act immediately.

Arcadis also has a Global Health & Safety Day that is acknowledged on the same day every year in all offices. This occasion provides the teams an opportunity to reflect on health and safety.

AN AWARD-WINNING WELLBEING PROGRAM

“Wellbeing at work is essential for me as I work to live the best life that I can by changing my lifestyle with exercise and mindfulness techniques.” Geoff Constable, Senior Technician.

Our ‘Positive Living’ Program is our commitment to Arcadians to help improve their quality of life. It is a holistic wellbeing program covering body, mind and soul. From mindfulness to step challenges to nutritional cooking classes, we refresh our program each year in line with employee feedback. Skin checks, massages, flu vaccinations and dedicated wellness rooms are all part of the program.

Our Positive Living online hub allows us to play the ‘Positive Living game’ where Arcadians compete with each other to be rewarded with points, badges, levels and real life prizes for taking part in wellbeing initiatives.
To encourage future leaders, we have three Leadership Action Groups in place that actively guide our people into higher responsibilities. Employees at different stages of their careers are engaged through exposure to our regional Executive Board and access to learning and development programs.

THE GRADUATE GROUP
At Arcadis you will learn skills from day one as you focus on developing your professional excellence by working within our talented teams on award-winning projects. The graduate program involves regular team meetings, development opportunities, site visits as well as rotations to other business units.

LEADERSHIP DEVELOPMENT GROUP (LDG)
The LDG offers Arcadis' young professionals additional support in their career development, with a focus on improving business knowledge and skills. Members of the LDG gain professional development by identifying, developing, gaining approval for and working on team projects that support Arcadis’ overall business strategy.

PROFESSIONAL GROWTH NETWORK (PGN)
The PGN gives all experienced employees the opportunity to develop their career through a network of like-minded people with the end game of producing the next generation of Arcadis’ business leaders. These individuals, as well as being technically excellent in their chosen field, will also possess excellent leadership, management and business skills, with a sense of ethical and corporate responsibility.

MARK RANSOM ON MOVING AHEAD AT ARCADIS
From an undergraduate doing his final year placement at Arcadis 12 years ago, Mark is now a Senior Project Engineer in Independent Assurance Services, and is involved in Arcadis’ leadership development programs.

“I love working on tunnel projects and Arcadis has some of the best, but I also wanted to learn about other infrastructure projects, take on different challenges, mix with different teams and also learn about business,” Mark added.

This professional curiosity led Mark to join Arcadis’ Professional Growth Network two years ago, moving rapidly from State to National Chair.

“The PGN involves all sorts of people around the country who put in extra time to identify potential areas of improvement in the business and then work on them together to come up with great solutions,” Mark added.

Mark Ransom
Senior Project Engineer and National Chair of Professional Growth Network
SHAPE YOUR FUTURE AT ARCADIS

Applying our deep market-sector insights and collective design, consultancy, engineering, project and management services, we work in partnership with our clients to deliver exceptional and sustainable outcomes across the life cycle of their natural and built assets. Arcadians are everything from specialist engineers to scientists to business advisors to architects. While we work collaboratively across teams, we have the following five key entry points:

INFRASTRUCTURE
• Structural/Bridges
• Geotechnical
• Roads and highways
• Rail
• Industry and power
• Transport planning/modelling/Intelligent transport systems

ENVIRONMENT
• Environmental due diligence and auditing
• Environmental remediation and restoration
• Water consulting
• Waste advisory services

BUILDINGS
• Building structures
• Building services – mechanical, electrical, and plumbing
• Building facades – new build and remedial
• Urban development
• Master planning

BUILT ASSET CONSULTANCY
• Business advisory
• Program and project management
• Cost consulting
• Contract consulting
• Independent assurance
• Project pre-planning advisory

ENABLING SERVICES
• Marketing and sales
• Human resources
• Finance
• Information technology

Jewel, QLD
The largest shareholder in Arcadis is the Lovinklaan Foundation – managed and led by Arcadis employees. Every year, the Foundation invests its dividends into people development programs at Arcadis. The ultimate goal is to promote Arcadians in shaping the future and continuity of the enterprise, and to help them grow and reach their full potential to the benefit of themselves and the wider organisation.

GLOBAL BENEFITS ON OFFER

SHELTER
Shelter is a global partnership between Arcadis and UN-Habitat to improve quality of life in rapidly growing cities around the world. Our people are able to volunteer to go on ‘missions’ in third world countries to use their skills to benefit some of the world’s most disadvantaged people. We can draw on the power of 27,000 people and make a difference in areas that need it the most.

GLOBAL SHAPERS
Each year, this popular program provides 100 young Arcadis professionals from around the world the opportunity to collaborate on a global scale, sharing knowledge and creating connections. Once together, the Global Shapers think about some of the issues facing the company, and put ideas together to be considered and implemented globally.

IMAGINE
Got a bright idea? This global initiative promotes continuous innovation where ideas can be submitted by anyone. Arcadians are encouraged to develop ideas that can make a positive change in the community, and ideas can be about any subject matter. Once selected as a finalist, the idea can come to fruition thanks to the support of the global Arcadis team.

QUEST
This international transfer program connects Arcadians from all over the world. It offers our people the opportunity to work in another region for a period of time to share knowledge and expand their global network. In Australia, we have welcomed many Arcadians to our offices to share knowledge, and Australians have also been on ‘quests’ around the world, taking our expertise to global teams.

SHARE PLAN
Arcadis owes its success to its employees. We provide a global share plan that enables Arcadians to purchase Arcadis NV stock at a discount.

WHAT OUR PEOPLE THINK

Josh Pauw, Highways Engineer on his experience volunteering with the UN Shelter Program: “This was a great experience as I was able to do something totally different and help out people in communities less fortunate than most.”

Jason Grandin, Structural Engineer, was chosen for the 2015 Global Shapers Program which was held in Rotterdam. Jason said: “It was the best experience of my career. What an opportunity! I shared ideas with people across the world and made lasting friendships.”
The environment has always been a priority for Arcadis in Australia, but sustainability is a much bigger issue that deals with future economic and social impacts as well.

While we’re now winning specific sustainability projects, we also consider sustainability solutions across our diverse range of projects, including roads, rail, buildings and other infrastructure design and delivery.

CLAIRE HODGSON ON OUR PASSION FOR SUSTAINABLE OUTCOMES

Arcadis’ global commitment to sustainability has given Claire Hodgson a unique leadership opportunity early in her career as the Australia Pacific Sustainability Lead.

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Claire Hodgson
Australia Pacific Sustainability Lead