

# Who do you want to be?



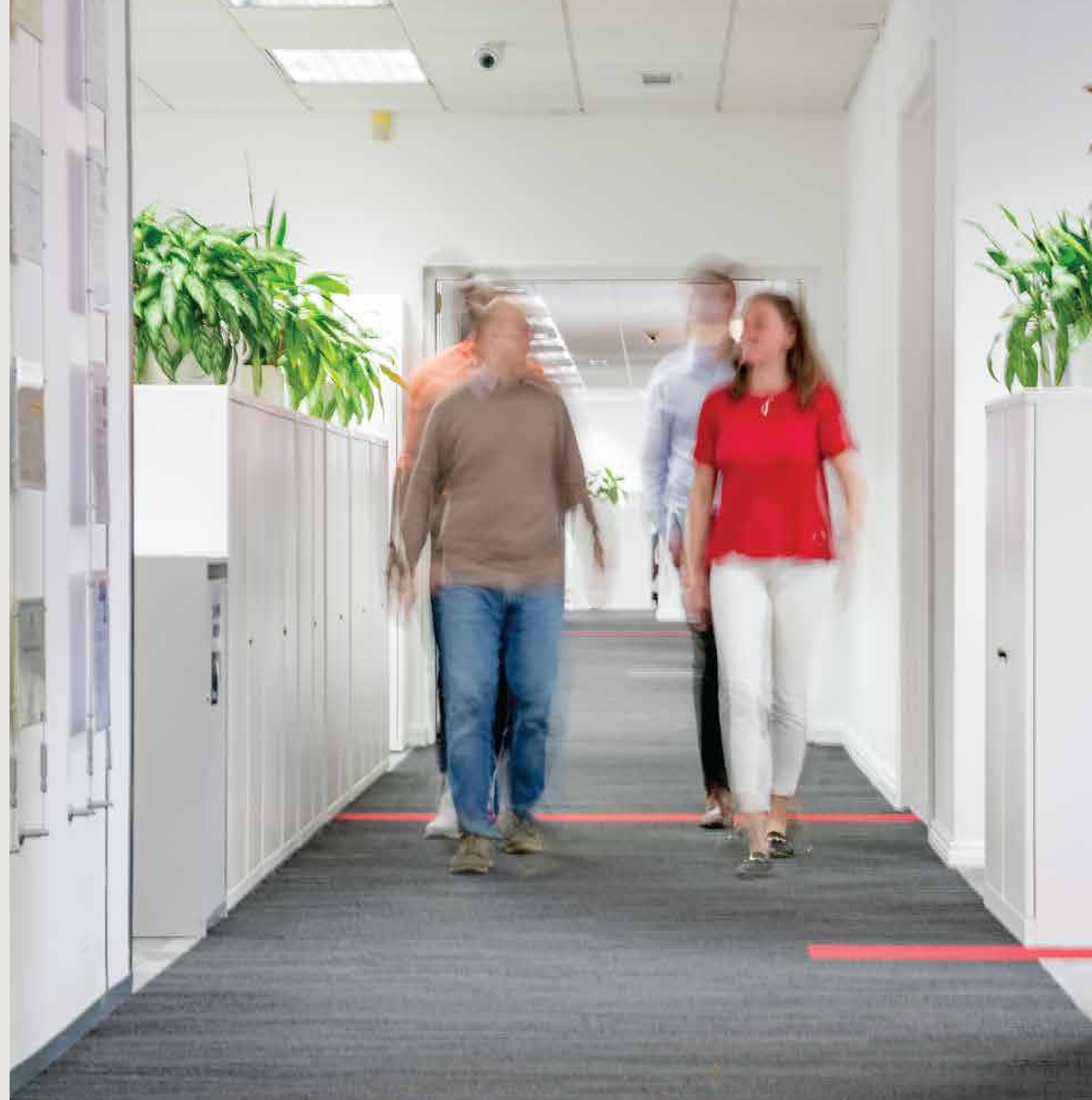
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# Who we are

Our team of **4000+** people specialise in the design, construction and commissioning of high-tech facilities. Over **50** years, we've built our reputation working for the world's leading pharma, food, data centre and medical technology companies.

Europe | the UK | Asia | the USA



# On the world's stage

2024 RANKED

5th

ENR

Engineering News-Record

PM Group

Top 100  
Pharmaceutical Engineering Firms  
in the World

2024 RANKED

4th

ENR

Engineering News-Record

PM Group

Top 100  
Food Engineering Firms  
in the World

2024 RANKED

15th

ENR

Engineering News-Record

PM Group

Top 100  
Data Centre Engineering Firms  
in the World

*ENR's 'Top International Design Firms', ranks companies based on design revenue from projects outside of the USA.*

# On the world's stage

50+

Years in business

1400+

Graduates completed our programme

45%

Of our graduates in 2025 were female

## Early career opportunities



### Internship Programme

Enhance your technical skills through valuable experiences by becoming a PM Group intern. Our paid internship programme provides a fantastic opportunity to sample the life and culture at PM Group.



### Placement Programme

An incredible opportunity for 3rd year students to gain industry knowledge before completing their final year of studies. You will enjoy leadership workshops with technical experts, working on world-class projects and a range of social events.



### Graduate Programme

As a PM Group graduate, you will be empowered to unlock your full potential. Through delivering world-class projects to our highly valued clients, you will build a robust network and professional portfolio. Our programme will challenge and inspire you as you embark on your professional journey.



# Graduate programme

Our international programme will equip you with the skills you need to meet the opportunities ahead.

## How does it work?

Training and development is delivered through a combination of learning initiatives. We provide on-the-job training, site assignments and exposure to cutting edge projects. We focus on technical as well as interpersonal skills. Throughout the programme, you will be supported by our committed mentors and managers.

## What skills should you have?

Long-term, trusted relationships with our clients are at the heart of our success. You will be a good communicator who understands our mission and are excited about what we do.

Innovation is our future. As an innovator, you will be forward thinking, creative and open to new challenges. You will thrive on working in collaboration to achieve successful outcomes. Our business is about constant change. We welcome problem solvers who are flexible and happy to work in challenging environments.

# Degree matching tool

Role	Degree	Architecture	Biomedical	Building Services	Business Analytics	Business & ICT Management	Business Management	Chemical & Process	Civil Engineering	Construction Management	Data Analytics	Electrical Engineering	Environmental Health & Sustainability	Finance Management	Instrumentation	Mechanical	Physics	Quantity Surveying	Structural	Supply Chain Management
Architecture	●																			
Automation & Instrumentation														●		●				
BIM	●																			
Building Services			●						●		●				●					
Civil								●											●	
Construction Services								●	●		●				●		●	●		
Commissioning Qualification & Validation		●					●								●					
Digital - Systems Analyst				●						●										
Electrical											●									
Environmental Sustainability						●						●								
Finance						●							●							
Information Systems					●					●										
Mechanical															●					
Piping															●					
Planning & Scheduling									●											●
Process						●														
Procurement																				●
Project Management		●			●	●	●	●	●		●			●	●					
Project Services		●		●				●		●									●	
Quantity Surveying																	●			
Structural								●											●	

# What to expect from our graduate programme

Graduate  
Programme  
Introduction

Living Safety  
in PM Group

Hello from  
the CEO

PM Group's  
Business and  
Digital Strategy

Innovation  
in Action

Corporate  
Responsibility

Mentoring  
and Coaching

Intro to  
Project  
Management

Leadership  
Skills

Career  
Development  
Boot Camp

Financial  
Awareness

Getting  
Social!

## What we offer

### Core Benefits

- Employee Ownership Scheme
- Pension & Healthcare Schemes
- Flexible Hours
- Remote Working

### Health & Wellbeing Benefits

- Remote Working Supports
- Health & Wellbeing Initiatives
- Cycle-to-Work Scheme
- 24hr Support Access

### Developmental Benefits

- Employee Assistance Programme
- Chartership
- Mentoring Programme
- Education Assistance Scheme

# Application process



## Submit Online Application Form

All applicants must submit the required documents through PM Group's [online application system](#).



## Phone Screening

Applicants who meet the minimum requirements will be reviewed and short-listed for phone screening with our Early Careers Team.



## In-Person Interview

Applicants who are successful following the phone screening interview will be invited to attend an in-person interview. During the interview, applicants will be assessed on competency, technical ability and most importantly a cultural fit.



## Offer of Employment

Successful applicants will be contacted by our Early Careers Team. Applicants will receive detailed feedback and if successful, a verbal offer of employment and reference checks will follow.

# Hear from our grads

“ PM Group’s graduate programme has been a transformative experience. It offered a unique, collaborative environment where I could apply my skills. It’s an ideal launchpad for graduates seeking a meaningful career in engineering and project delivery.”



Joshua  
Graduate Accountant

“ PM Group’s graduate programme has sharpened my technical and interpersonal skills, I gained hands-on experience with top pharma clients, and broadened my industry exposure.”



Avita  
Graduate Process Engineer

“ Joining the PM Group graduate programme has allowed me to contribute to exciting pharma and mission critical projects. I’ve learned a lot from supportive mentors across multiple offices. It’s a great environment for technical and professional growth.”



Ekin  
Graduate Electrical Engineer

# Corporate responsibility

80%

of group electricity consumption is renewable

64

nationalities working across our 22 offices worldwide

2.9k

volunteering and pro bono hours

€215k

community fund value raised in 2023

397

Mentors across our offices



With people at the heart of everything we do, PM Group is committed to delivering a better, safer, greener and more vibrant future. Our goal is to educate, celebrate and challenge our business practices. We encourage a culture of sustainability, inclusion and innovation.



Through my corporate responsibility role, I've gained insights that extend beyond my traditional role. Through pro bono work, volunteering, fundraising, and employee initiatives, I've acquired invaluable experience. Volunteering with PM Group offers an excellent opportunity to work with multidisciplinary teams and support essential community pillars like schools, hospitals, and local charities."



**Amy-May**  
Community Engagement Lead  
Dublin

# Graduate programme FAQ's

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- What are the minimum entry requirements for the programme?  
Ideally, a 2:1 in a relevant degree subject plus relevant work experience, projects and internships.
- What does the application process involve?  
We've made our application process as simple as possible. To apply, fill out the short application form and upload your CV and Cover Letter.
- In what disciplines will I work?  
We have roles open across multiple disciplines. Discover the disciplines that align with you by using our [degree-matching tool](#).
- Does the PM Group graduate programme offer opportunities for international travel?  
When you work with us, you will work on international projects and there will be some opportunities for international travel.

- Can I apply for multiple positions?  
Yes, once you meet the relevant minimum requirements, we encourage you to apply for all the positions that interest you.
- I am an international student, can I apply?  
Yes, we encourage international students to apply. We continue to offer our graduates work sponsorship support on a case-by-case basis.
- Where can I learn more about PM Group's graduate programme?  
Contact us through the contact form and follow us on Instagram - [@pmgrouplife](#) for the latest updates.

# Some of our world class projects

Check out  
our website  
to view  
more.



### Aviva Stadium - Ireland

The renowned Aviva Stadium was designed in harmony with the local environment and surrounding community. It received several awards including the British Construction Industry's 'Best International Project' Award.



### Pernod Ricard - China

This stunning landmark whisky distillery is the first ever in China. It won the internationally recognised ENR Global Best Project Award for excellence in design.



### Vitro - Poland

Vitro is one of the world's top automotive glass suppliers. PM Group assisted them in building a 21,000 sq.m. manufacturing facility in Poland. PM Group provided design, procurement, project and construction management services.

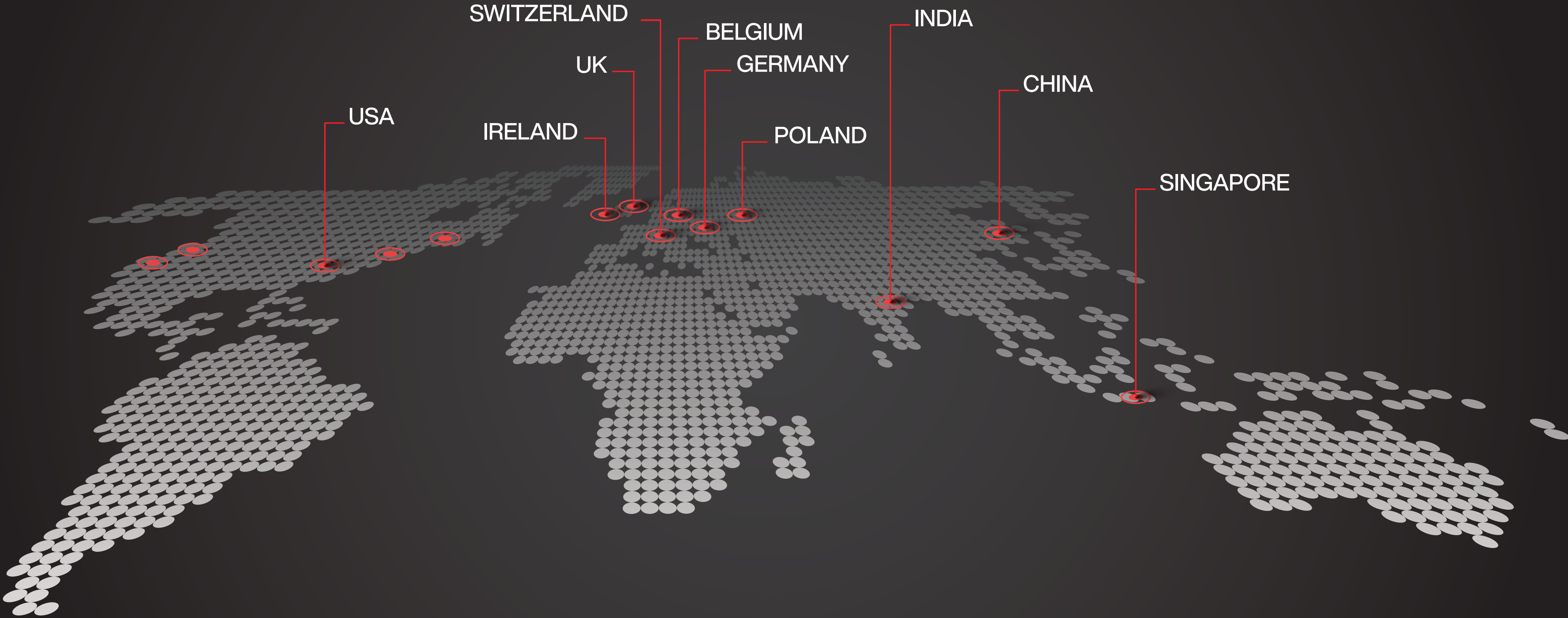


### EMD Serono - USA

EMD Serono partnered with PM Group's architects to design and develop their new 155,000 sq. ft. mixed use office and R&D laboratory. This state-of-the-art facility received both LEED Gold and WELL Platinum certification.

# International network

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22 offices worldwide



Who do you  
want to be?

[www.pmggroup-global.com](http://www.pmggroup-global.com)