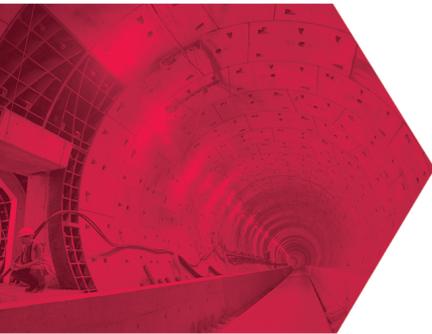


## Want to *Excelerate* your career?

John Sisk & Son are looking for talented graduates to join 'Excelerate', our three year graduate development programme, designed to enable you to achieve professional accreditation and chartership.





## A LITTLE ABOUT US

John Sisk & Son Ltd is an innovative, international, engineering and construction company. Sisk is a progressive business with long term vision, operating since 1859, with a long tradition of delivering iconic landmark buildings and has extensive operations across Ireland, the United Kingdom and mainland Europe. Sisk employs 1,300 people across its operations in Ireland, the UK and Europe. We:

- Focus on offering our people the best opportunities, developing them and provide a rewarding and fulfilling professional environment.
- Lead as a responsible business in our local communities and the wider industry. Our values guide our actions and our behaviours.
- Invest heavily in our business, people, technology and innovation to drive the future growth and success of Sisk and safeguard our long term sustainability.

## A JOURNEY TO CHARTERSHIP

Excelerate is a comprehensive three year development programme that has been carefully designed to underpin the rigorous chartership requirements of the various professional institutes. The three years of the programme are structured to a very detailed level; you will be working to a plan and against a specific timeline to ensure that you meet the experience levels required to obtain chartership either during or shortly following the conclusion of the programme - dependent on the professional pathway you choose and your qualifications. The programme utilises a blend of learning methodologies which will deliver the depth and breadth of learning and practical experience. This is combined with robust programme management to track your progress together with structured personal feedback and a support process that will ensure your success.

## YOUR FUTURE BEYOND EXCELERATE

Excelerate is the gateway to a fulfilling future with John Sisk & Son. The skills, knowledge and experience you will gain through the programme combined with your awareness of the Sisk business, will enable you to make an informed decision to your future with us.

*"In my day-to-day role, I am very well supported by the site team. This is throughout all levels and disciplines on site, everyone is happy to help. In broader terms, I was also appointed a mentor from the day I joined the company. I am in regular contact with him and he is always on hand with advice when I ask. My mentor is a great help towards chartership as he assesses my four-monthly reports and ensures they are of a standard to progress towards chartership. Finally, as an Excelerate graduate, I regularly attend workshops and training days with other graduates where we learn from senior and experienced people both from within Sisk and from external companies."*

**Brendan O'Hanlon**  
Graduate Building Services Engineer, Waterford Institute of Technology, Ireland

## HOW YOU WILL LEARN

Whilst on the programme you will be given the opportunity to learn via a number of practical experiences such as:

### Workshops

Each year you will attend a number of workshops. Each workshop is designed to give you a specific element of learning. They will be relaxed and very interactive to ensure that you feel comfortable and are able to give your best on the day.

### On the Job

The majority of your learning will come via on the job activities that you will experience and actively participate in during your time on projects. During your time on the Excelerate Programme you will have the opportunity to work on a wide variety of projects that span all of our business units. Each placement will vary in length depending on the objective of that particular placement; it could be as little as 3 months or as long as 12.

### Building your Experience

You will build your experience starting with the basics and as you move on through the course of the three years, you will take responsibility for a part of a project or even a whole project. Your experience is broken down into Development Objectives and all of your experience will need to be evidenced with reports and photographs.

## SUPPORT EVERY STEP OF THE WAY

You will be assigned a Mentor who will be dedicated to your development for the duration of the three year programme. The purpose of the Mentoring relationship is to provide you with professional and personal support, so that your development is as successful as it possibly can be.

## TRACKING YOUR PROGRESS

It is important that we and you are able to clearly track your progress as you move through the programme. We need to be confident that you are progressing at the required rate and are covering all of the ground that you need to, in order to build your experience. You need to be confident that what you are doing is right and regularly receive feedback to help you to progress.

### 4 Monthly Report

Every four months you will produce a comprehensive report that covers all of your learning in that period. The report will need to be supplemented by documentary and photographic evidence. Your report will be marked by your mentor and you will receive feedback.

### Daily Diary

You must also complete your own daily diary recording your progress and experience on site, as well as any details concerning the day to day progress of the project that you are on.

Our values are at the core of what we do

**EXCELLENCE, CARE  
AND INTEGRITY**

*"It is a well-structured person centered support system, it will develop and enhance your career opportunities, assist you towards obtaining your Chartership and increase your understanding of cross-professions."*

**Aisling McNamara,**  
Graduate Quantity surveyor, Dublin Institute of Technology, Ireland



*"For me the most attractive features of Sisk were their Health and Safety Goals working in the construction world, the international opportunities and the search of constant improvement and quality delivery. These principles operating in a company in a 3 years' program rotating through different projects every 8 months is a unique experience"*

**Juan Carlos Alonso Gonzalez**  
Graduate Engineer, Heriot-Watt University, Scotland



## WHAT ARE WE LOOKING FOR?

- You will be a team player, have fresh ideas and be prepared to challenge us and yourself every step of the way.
- You will have recently graduated or are soon to graduate with a good Civil Engineering, Construction Management, Building Services or Commercial / Quantity Surveying degree.
- Given that you will complete a series of placements across the business, to ensure that you develop a broad range of skills and experience, it is essential that you are geographically mobile across our domestic market (England, Ireland, Northern Ireland, Scotland and Wales) and our international market (mainland Europe).



### HOW TO APPLY

Got your attention? Find out more and apply via our website:  
<http://www.johnsiskandson.com/ie/work-with-us/excelerate>

