

gleeds

Start a rewarding career with Gleeds

Our early careers programmes are a fantastic way to start your journey in the built environment



Gleeds.
A world of opportunity.

gleeds.com/careers

Contents

What's inside

About Gleeds →



Our roles →



Our programmes →



Application process →



About Gleeds

A world of opportunity

Our early career starters are the future of Gleeds and when you join us it's about more than just getting a job; it's about starting your journey to professional excellence in an industry that can shape your future.

With our early careers programmes, you'll be challenged, inspired, and encouraged to realise your full potential. Alongside the practical experience you'll gain, you'll be supported with exceptional training and development opportunities and gain exposure to a wide range of projects across the world.

With around **3,000 people** across **28 countries**, working across **£165bn** of construction projects, you'll join a diverse and supportive team of professionals who can help your career flourish.



About Gleeds

We're a certified "Great Place to Work"

At Gleeds, we've committed to creating an inclusive and diverse culture where everyone can be themselves.

We want you to be able to bring your true self to work every day, free from discrimination and judgement.

We're committed to the success of our people, and our supportive culture has earned us external recognition.

We've been named a Best Workplace UK, as well as receiving awards for being a Best Workplace for Wellbeing and Best Workplace for Development.

A reputation for development

We have a proven track record of development, and we'll support and connect you each step of the way, so you can construct a career with purpose.

85%

of our early careers cohort pass the APC first time (30% higher than the industry average)

100%

of graduates from our last cohort would recommend our Construct graduate development programme sessions

100%

of our current graduates rate the quality of our internal trainers as good or excellent, with an average score of 9.1 out of 10.



About Gleeds

Work on inspiring projects

We're proud to deliver award-winning projects around the world, and partner with over 3,000 clients. From cutting-edge skyscrapers to iconic building renovations, global schools programmes to life-saving healthcare centres, we have a huge diversity of programmes and projects for you to experience.

Join more than a century of success

Established in 1885 by our founder Richard Gleed, we've been a catalyst for change ever since. You'll be joining a global team that has decades of experience, where you can learn, grow and be inspired.

Our wealth of knowledge and enduring client relationships give us a strong foundation to support your aspirations, while also helping us to grow and develop. We're all about progress – giving clients innovative and agile solutions that challenge expectations and solve problems in new ways. By joining Gleeds, you'll have the opportunity to be part of a trusted global brand that remains at the forefront of the built environment.



About Gleeds

Everything we do is underpinned by our values:

Professionalism with personality

Innovation with agility

Excellence with humility



3,000

people

78

offices

28

countries

6

continents

Our roles

From day one at Gleeds, we give you the freedom to choose your career path and support your choice. Your line manager will guide you and provide an environment in which you can put your skills into practice, while all the time developing new ones.

- Cost management and quantity surveying
- Building surveying
- Programme and project management
- Advisory
- Project controls



Our roles



Cost management and quantity surveying

Our quantity surveyors keep construction projects financially on track – from the first sketches to the final sign-off. They manage costs, contracts, and procurement to ensure everything runs smoothly and stays within budget.

- **Cost planning:** Estimating budgets and costs throughout the design process.
- **Procurement:** Advising on how to hire contractors and managing the tender process.
- **Contract management:** Drafting contracts, handling changes, and resolving disputes.
- **Cost control:** Monitoring spending, forecasting cash flow, and maximising value.
- **Project close-out:** Finalising accounts, ensuring payments, and reviewing performance.

Quantity Surveyors are the financial backbone of any construction project.

Our roles

Building surveying

Our building surveyors make sure buildings are safe, in good condition, and meet all legal and environmental standards. Whether it's identifying issues, managing repairs, or guiding property decisions – they're the experts clients rely on.

- **Inspections and reports:** Survey buildings, spot issues like damp or structural damage, and produce detailed condition reports.
- **Maintenance and refurbishment:** Advise on repairs and renovations, manage refurbishment projects, and ensure compliance with safety and accessibility standards.
- **Design advice:** Support design plans – especially for extensions or conversions – and ensure work meets planning and building regulations.
- **Sustainability:** Recommend energy-saving upgrades and help clients meet environmental and sustainability goals.

Building surveyors help keep buildings safe, compliant, and ensure that they're built to last.



Our roles



Programme and project management

Our project managers oversee the entire construction process - from planning to handover - making sure everything runs smoothly, stays on time, and within budget. They keep all the project team members (contractors, consultants, and clients) in sync.

- **Planning:** Set project goals, scope, and timelines.
- **Team coordination:** Lead and align architects, engineers, and contractors.
- **Budget management:** Work with quantity surveyors to control costs and avoid overspending.
- **Scheduling:** Keep the project on track and address delays early.
- **Quality and compliance:** Ensure work meets standards and regulations.
- **Communication:** Keep clients informed with updates, reports, and meetings.

Project managers bring everything – and everyone – together to deliver successful builds.

Our roles

Advisory

Our advisory consultants offer expert guidance – strategic, commercial, legal, or technical – to help clients make smart decisions. They don't manage the build, but play a key role in shaping project success.

- **Strategic advice:** Estimating budgets and costs throughout the design process.
- **Cost and commercial:** Support budgeting, value engineering, and contract negotiations.
- **Planning:** Advise on schedules, critical paths, and delay risks.
- **Legal:** Help interpret contracts, manage claims, and resolve disputes.
- **Sustainability:** Align projects with ESG goals and green building standards.

Advisory consultants help to steer the project in the right direction, providing guidance and support.



Our roles



Project controls

Project controls is all about tracking time, cost, and performance to help keep projects on course. Our consultants support the project manager with data, tools, and insights to make smart decisions.

- **Planning and scheduling:** Create detailed project timelines and task breakdowns.
- **Cost management:** Monitor budgets, forecasts, and flag potential overruns.
- **Progress tracking:** Measure actual progress vs. planned using tools like EVM.
- **Risk and change management:** Identify risks and assess the impact of changes.
- **Reporting:** Share clear, data-driven updates with the team and stakeholders.

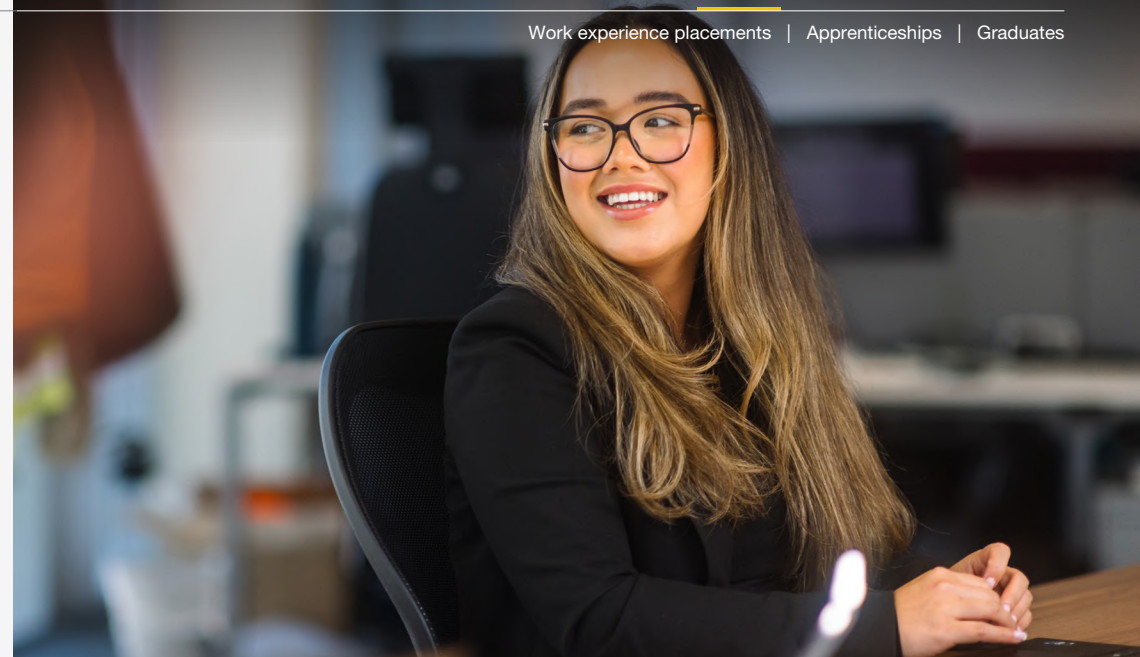
Project controls consultants keep the project on track by making sure nothing is overlooked or forgotten.

Our programmes

Work experience placements

Apprenticeships

Graduates



Our programmes

Work experience placements

Work experience placements are a fantastic way to explore your future career path.

We have close to 3,000 people working at Gleeds – representing countries and cultures around the world. You'll be joining a global team that has decades of experience, where you can learn, grow and be inspired. Whether through day-to-day work, through mentoring, through networks or through international opportunities, we'll help you create connections with people that will enrich your career now and last a lifetime.

Duration: One to two weeks

What we offer

Our work experience programme is a perfect way to discover more about the property and construction consultancy industry. You'll work alongside a team of highly-skilled people who can help you put your skills into practice, while all the time developing new ones – giving you the tools to construct a career with purpose.

What we're looking for

When you start a work experience placement with Gleeds, we don't need you to know it all. All we ask of you is enthusiasm, an openness to try new things and an interest in our industry. Gaining experience of what the industry's really like is important and we will provide that, tailored to your interests.

What you'll gain

This programme is an opportunity to benefit from the wealth of knowledge that Gleeds has to offer - connecting you with our global network of professionals while working on impactful projects. You'll gain hands-on experience of property and construction consultancy, giving you a serious edge as you begin your career.

We have a growth mindset, which means we take every opportunity to grow and become better – and you'll be a part of that. No matter which part of the business you work within, your team will share their knowledge and help you explore your interests and passions. A work experience programme at Gleeds is the chance to start a rewarding career and discover your potential.

We have close to

3,000

people working at Gleeds



Our programmes

Apprenticeships

With our apprenticeship programme, you'll be challenged, inspired, and encouraged to realise your full potential. We offer a structured, supported route into the industry that combines degree-level education and hands-on training from our highly experienced team. You'll benefit from all of this all while earning and contributing to meaningful projects that shape the communities around them. From day one, Gleeds will be a place where you can make a difference.

Duration: Five years

What we offer

- **Fully-funded degree:** Gleeds will fund your undergraduate degree through the apprenticeship levy.
- **Study days:** You will have one day a week at university to study and progress your degree apprenticeship.
- **On-the-job learning:** Your manager, 'buddy', and wider team will guide you and provide an environment to put your skills into practice in your chosen discipline.
- **Technical training:** Whether in essential contracts or honing a new skill, we have a vast number of face-to-face and online learning opportunities for you to get involved with.
- **Personal development:** From presentation skills to time management the Gleeds Academy has you covered. Ranging from five-minute bitesize learning to one-hour in-depth courses.
- **Construct programme:** In year three, join our graduate development programme to prepare for your end-point assessment and chartership.

What we're looking for

- Five GCSEs (Grades 4–9) including Maths and English (Grade 4/C or above)
- Three A-Levels (104 UCAS or equivalent)
- Qualifications must be completed by August of the year you apply.

What you'll gain

Degree pathways:

Building surveying (BSc)

Learn building pathology, construction tech, and valuation. Work towards MRICS chartership.

Quantity surveying (BSc):

Focus on cost management, procurement, and contracts. Also leads to MRICS status.

Project management (BA/BSc Hons):

Study planning, execution, and stakeholder management. Progress towards RICS, APM, or CIOB chartership.

Our programmes

Graduates

Our graduate programme, Construct, is designed to challenge and inspire you as you grow into a confident, qualified professional. We empower you to follow the career path you want, support you with exceptional training and development opportunities, and give you exposure to a wide range of projects across the world.

What we offer

- **Graduate welcome day:** Connect with graduates across the UK and learn about Gleeds.
- **Monthly training:** Our online sessions to build your technical and soft skills are recommended by 100% of our graduates.
- **Gleeds Academy:** Hundreds of online courses so you can learn when it's convenient for you.
- **Mock assessments:** Prepare for your professional qualification.
- **Mentoring and local support:** Regular check-ins and guidance from experienced professionals.
- **MS Teams groups:** Peer support and knowledge sharing.
- **Programme success:** Our first-time pass rate is 85%, 30% higher than the industry average.

What we're looking for

- A degree in building surveying, quantity surveying, project management, or related fields (e.g. civil engineering, architecture, business).
- Non-construction backgrounds are welcome – just highlight your transferable skills and passion for the industry.

What you'll gain

Technical knowledge in construction, contracts, and sustainability.

Personal development in communication, time management, and teamwork.

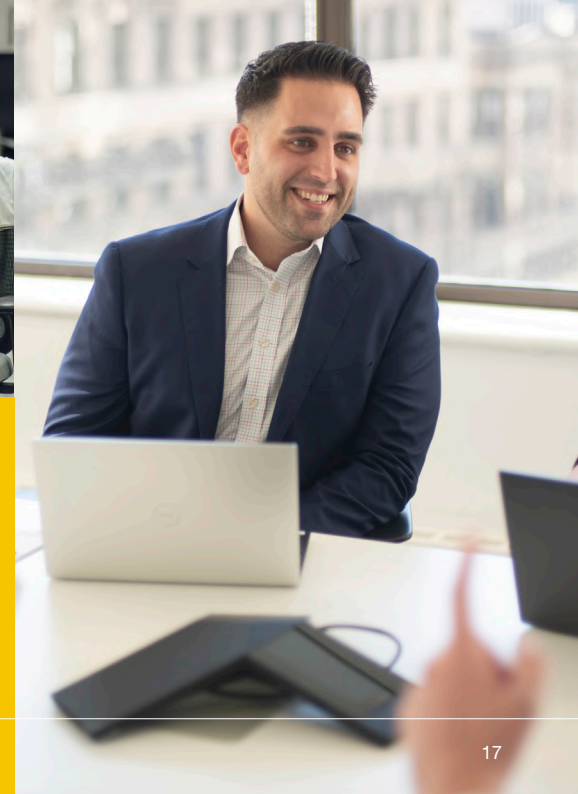
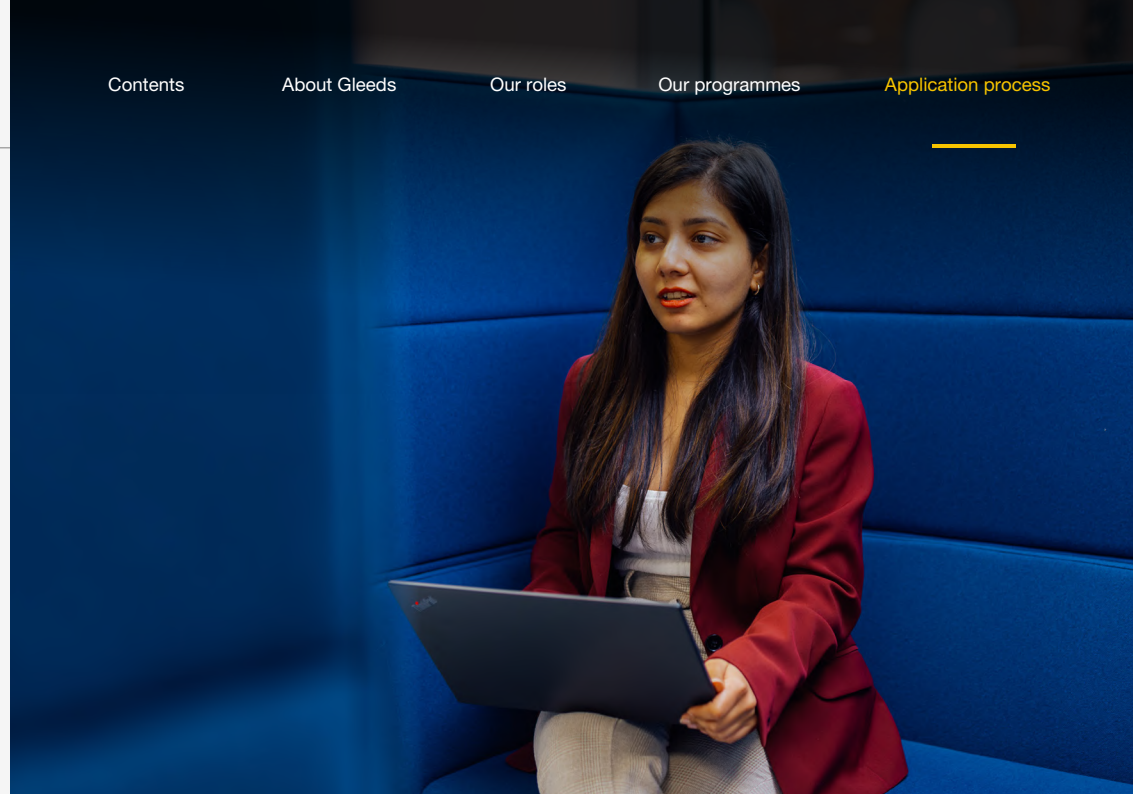
Hands-on experience with real clients and projects.

A **strong network** of peers and mentors.

Professional qualifications

Discipline	Qualification(s)	Duration
Building surveying	RICS	Two to three years
Quantity surveying	RICS	Two to three years
Project management	RICS, APM, CIOB	Two to three years
Advisory services	Typically, RICS/ APM/CIOB	Varies

Application process



Application process

Our talent acquisition partners and hiring managers focus on skills, potential and the value that each candidate can bring. By applying a Fairness, Inclusion and Respect (FIR) lens to all that we do, we look to create fair, inclusive and respectful environments, meaning we all benefit from a more diverse culture and experience.

We open our applications for the following programmes:

Work experience → Spring to Summer

Degree apprenticeship programme → Spring

Graduate Construct programme → Autumn

Our process

- ✓ **Application form**
Tell us about yourself, answer key criteria questions, and share your motivation for applying. If your application is successful, you'll be invited to the next stage.
- ✓ **Online interview**
This stage helps us learn more about you, your current skills, abilities, and any relevant work experience. It's designed to be fair, consistent, and flexible around your availability.
- ✓ **Final stage selection**
You'll be invited to take part in an interview, a presentation, and a group exercise. Some tasks will be individual, while others will be in a group setting. This allows us to see your strengths across different scenarios.
- ✓ **Offer stage**
If you're successful in the final stage, we'll be in touch with an offer to join the team.



If you're interested in any of our programmes, you can **visit our website** or **register your interest** for future our opportunities.

