

TOBIN

TOBIN GRADUATE PROGRAMME

Our **two-year** graduate programme provides continuous on the job training and exposure to the world of Multidisciplinary Professional Services.

**APPLY
NOW**

- Experience working on high profile projects
- Choose 4 six-month rotations from a number of disciplines
- Receive regular dedicated support from an experienced mentor
- Professional & technical skills will be developed through a personal development plan and formal and informal training programmes.

START YOUR CAREER WITH US



OUR COMMITMENT TO YOU!

TOBIN is committed to our people's development and their progression, and our Graduate Programme aims to support graduates to achieve their ambitions.

We are committed to your development through a structured programme of training, development and support.

YOU'LL CHOOSE FOUR SIX-MONTH ROTATIONS FROM THE FOLLOWING AREAS:

- Commercial Developments
- Residential Developments
- Sports Infrastructure
- Structural Engineering
- Roads & Transportation
- Water Services
- Quantity Surveying
- Environment
- Hydro-Geo
- Ecology/Ornithology
- Planning
- Business Development/Tendering

LEARNING & DEVELOPMENT

- In year two, all graduates will complete the **Engineers Ireland's CPD Certificate in Professional Engineering**
- Graduates will attend an in-house monthly workshop on a specialist topic delivered by an experienced employee in the business
- Weekly learning logs will be completed by each Graduate
- Team mentors will guide graduates with hands-on practical support throughout each rotation.



TOBIN

GRADUATE PROGRAMME



GRADUATES JOINING OUR TEAM HAVE
THE OPPORTUNITY TO TAKE PART IN
OUR TWO-YEAR GRADUATE
PROGRAMME

GALWAY | DUBLIN | CASTLEBAR | LIMERICK | SLIGO



Our two-year graduate programme provides continuous on-the-job training and exposure to the world of consulting services. Graduates will have the opportunity to develop their skills and knowledge and contribute to real-life projects.

OUR COMMITMENT TO YOU

TOBIN is committed to our people's development and their progression, and our Graduate Programme aims to support graduates to achieve their ambitions. We are committed to your development through a structured programme of training, development, and support.

INDIVIDUAL PROGRAMME

The programme provides a structured Personal Development Plan for each graduate, with technical and non-technical training opportunities.



Graduates will have the opportunity to experience high-profile projects



Experience all stages of the life cycle of a project while rotating through four chosen discipline areas



Receive regular dedicated support from an experienced mentor



Professional & technical skills will be developed through a personal development plan and formal and informal training programmes.



STRUCTURED ROTATIONS

You'll choose **four** six-month rotations for the duration of your programme from the list of discipline areas below:

- Active Travel
- Biodiversity
- Business Development/Tendering
- Commercial Developments
- Design Build - Designing for Contractors
- Environment
- Flood Protection & Management
- Hydro-Geo
- Ornithology
- Planning
- Public Realm & Urban Regeneration
- Quantity Surveying
- Residential Developments
- Road Design
- Road Safety
- Sports Infrastructure
- Structural Engineering
- Tourism & Recreational Trail
- Traffic Impact Assessments
- Water & Wastewater Treatment

**Where appropriate Graduates will be given the opportunity to develop their skillsets associated with all stages of construction projects*

INDUCTION

We will provide an **in-dept induction programme** where graduates will be introduced to the team and senior managers. This will aim to equip a graduate with company knowledge and norms so that they feel comfortable and settle in quickly.

MENTOR PROGRAMME

Graduates will be provided with an **experienced trained Mentor** who will support them throughout their programme with regular meetings that share their knowledge and experience and set goals to aid the graduate's professional development. Each Mentor is resourced via the TOBIN Academy. The TOBIN Academy is a forum to support the delivery of our leadership development programme; training in the delivery of feedback, coaching, one on ones and mentoring.

The graduate will have an opportunity to complete an evaluation form at the end of the programme to evaluate the overall programme and give feedback Mentor.

LEARNING & DEVELOPMENT

A tailored **Personal Development Plan** will help and support each graduate to grow within their chosen discipline. We are also committed to supporting a structured path to chartered status.



- In year two all graduates will complete the Engineers Ireland's CPD Certificate in Professional Engineering. Modules include:

- Essential skills of a future professional
- Time management and organisational skills
- Innovations in excel
- An introduction to project management
- Technical report writing
- Communication and presentation skills



- Graduates will attend an in-house monthly workshop on a specialist topic delivered by an experienced employee in the business, thereby ensuring they are getting exposure to all areas of our business.
- Weekly learning logs will be completed by each Graduate and will be reviewed with their mentor in order to record their development and to identify training needs.
- Team mentors will guide graduates with hands-on practical support throughout each rotation.

INDUSTRY EXPOSURE

Graduates will have the opportunity to develop their understanding of other disciplines, develop their technical expertise further, and improve their ability to work with different types of people through their exposure to live projects.

YOUR COMMITMENT

You agree to engage with the [two-year programme](#) enthusiastically and professionally.



GRADUATE SUPPORT TEAM



**DAMIEN GREHAN -
REGIONAL
DIRECTOR
(DUBLIN AND
LEINSTER)**

Damien is a Chartered Engineer and Fellow of Engineers Ireland who currently holds the position of Regional Director for Dublin and Leinster. Damien has over twenty-seven years' experience in the project management of major infrastructural projects and the management of multi-disciplinary environmental and engineering teams, primarily in the fields of renewable energy, power transmission infrastructure, water supply and waste management. Damien has a passionate interest in the Graduate Programme and will be championing the Graduates along the programme.



**BRIAN GALLAGHER
TECHNICAL
DIRECTOR
(GALWAY)**

Brian is a Chartered Engineer and Fellow of Engineers Ireland and is a Technical Director in TOBIN's Civil-Design-Build-Water Division. Brian has twenty-seven years' experience in the project management and design of infrastructural projects in Ireland and in the UK. This has included a number of national-scale projects in the water sector. Brian has mentored several young engineers through to achieving Chartered status.



**JEAN BURKE -
HEAD OF
PEOPLE
AND CULTURE**

Jean in her role as Head of People & Culture, will support staff and leaders at all levels to ensure our People are at the forefront of our growth and development and that we foster a culture of trust and collaboration. She is involved in the full life cycle of our Graduate Programme, to ensure all Graduates enjoy and benefit from the programme in place.



GRADUATE PROGRAMME BENEFITS



GREAT PACKAGE - COMPETITIVE SALARY, EDUCATIONAL ASSISTANCE, PROFESSIONAL FEES PAID

CAREER DEVELOPMENT - EXPERIENCED MENTORS, SUPPORT, AND TRAINING



CONTINUOUS PROFESSIONAL DEVELOPMENT - ENGINEERS IRELAND'S CPD CERTIFICATE IN PROFESSIONAL ENGINEERING/ IN HOUSE LEARNING

SUPPORT & WELLBEING - EMPLOYEE ASSISTANCE PROGRAMME, BIKE TO WORK SCHEME AND SOCIAL EVENTS





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