

Graduate Application Process 2024

insider
Property Industry Awards
YORKSHIRE 2023

Consultancy of the Year

Winner
Dudleys Consulting
Engineers



Introduction

Thank you for your interest in joining Dudleys. The information within this document is intended to set out what joining our company is all about, and what you can expect from us, and our expectation of potential employees.

We hope that Dudleys is a good, enjoyable place to work, which is reflected in the feedback that we have had through Investors In People, and other anonymous external consultations that we have undertaken with our staff.

Our approach to work is summarised in the three core values of the business.

- Presentation is key
- We are a team
- There's more to life than work

These principles are embedded in the way that we work and are fundamental in the decisions which we make day to day.

Dudleys is a privately owned Structural and Civil Engineering practice, founded in 2009 in Horsforth by Andy Walker (current Managing Director) and Peter Haines. As part of our business development plan, and following the retirement of Peter Haines, Paul Brownlow and Peter Dixon, who were already key members of the team, stepped into Director roles, and in time have become shareholders. In common with the core values, the Directors are fully part of the team, having multiple projects on their desks at any time, as well as the essential parts of running the business.

We are immensely proud to have been awarded the Insider Property Industry Awards for Consultancy of the Year Award 2023, reflecting the hard work that we have all put into the business, and how we have all performed as a team.

Dudleys is a forward-looking business, embracing developments in the industry as evidenced by accreditations such as the UK BIM Framework certification. However, we always remember also the pragmatic efficient engineering that Dudleys is known and respected for. We are particularly proud of the proportion of our schemes which come from repeat business, and recommendations from other clients. Whilst we are never complacent, this echoes the feedback that we receive that clients like to work with us.



Graduate Recruitment 2024

Dudleys is committed to developing the next generation of Engineers, and are proud that we have recently supported members of our team to pass the challenging IStructE professional exam, and another to have successfully gained Incorporated Engineer with the ICE. We also have two apprentices, and two graduates at the early stages of their careers. We are pleased to be able to help and support them through the knowledge and experience of the rest of the team. A number of our team are chartered with the ICE, IStructE and CIHT, and include an examiner for the IStructE and an ICE Career Appraisal reviewer.

This year we are looking to bolster our team with two new graduates, one to join our 'Structures' team, and the other to join our 'Civils' team. Regardless of the team in which you are placed however there will be opportunities to learn and understand how the disciplines interact and complement each other, and potential to 'swap' teams in the future if we both agree that you would be better suited by a move.

Joining our 'Structures' team means that you will be involved in all aspects of building structures, with schemes ranging from small alterations of existing buildings to complete new-build schemes with build values into the tens of millions of pounds. You will have exposure to design in all types of construction materials, and as appropriate learn to confidently model and analyse 3D structures.

Our 'Civils' team is responsible for the external works around the buildings on our sites. This will include tasks that could be setting levels and producing 3D models of the site, designing sustainable drainage systems, managing flood risk on the site, and providing access into a site.

Both teams work on projects at all phases of their lifespan and can direct and mould projects to best fit the needs of the client and the site. Any graduate joining Dudleys will be able to contribute from the start of a project and get a strong feel on the impacts of their decisions and design on any project going forward.

Whichever team you join, you will have access to the latest industry software appropriate to the task, on which you will receive full training and support to undertake the tasks from our experienced teams.



Application Process

If you wish to apply for one of the positions, please submit the enclosed application form, along with a covering letter to 'careers@dudleys.co.uk' before 5pm on Friday 26th April. Short-listing will take place across the following 2 weeks, with the successful applicants invited for interview week commencing Monday 13th May. Please feel free to include any relevant information in your covering letter which you would like to communicate but have not had opportunity to include within the application form.

The format of the interview will be confirmed when the invitations are issued, but is likely to take the form of;

- 5 minute pre-prepared presentation on 'Why I want to be an Engineer' or 'What attracted me to structural and civil engineering'
- Observed group activity
- Formal Interview

Throughout the process you will be encouraged to ask questions of us. This is a two-way process and we want you to have all the information that you will require to make an informed decision about a career with Dudleys.

Training and Development

We commit to give you all the necessary training and development needed to undertake the projects and roles that we assign to you. For your own development, we would encourage further reading, and then feel free to discuss what you have learnt with others within the office. We have active discussion groups within the office and we hold regular team CPD sessions on key topics in our industry and with industry representatives.

Day to day interactions are of utmost importance, particularly at the early stages of your career. We never want you to feel alone or unsupported, and for this reason, Hybrid or Home working would not be considered except in exceptional circumstances.

We are also keen to see you develop as an engineer to become Incorporated or Chartered as appropriate. To this end, Dudleys is an ICE 'Approved Employer' and has operated a training scheme for many years. Regardless of the position offered, we would be pleased to place you onto this scheme if you feel it is appropriate. Whilst the IStructE doesn't have a comparable scheme, we are equally well equipped to help you along this journey, regardless of the Institution and we have a strong track record of employees achieving Chartership with the IStructE within the business.



What we offer

- Competitive salary further supplemented by twice yearly bonuses at the Director's discretion
- Flexible working day (7.5 hours per day)
 - Start anytime between 8am and 9:30am
 - 1 hour for lunch, generally taken anytime between 12 and 2pm
 - Finish between 4:30 and 6pm (to suit your start time and achieve 7.5 hours)
- 25 paid days holiday per year plus Bank Holidays
- Contribution to Government NEST pension scheme (Provided you do not opt-out)
- Aviva Health insurance (option to opt-in following 6 months service)
- Payment of professional subscription fees
- Enrolment onto ICE Training scheme (if required) or similar
- Support in your Initial Professional Development for whichever institution route you follow
- Financial assistance and time off for your first professional review and other company training

What we expect from you

- An appetite to learn and develop
- Contribute to your own learning, and support others within the office
- Good communication skills



2024 Application Form

Personal Details

Full Name			
Address			
Email address			
Telephone number			
Do you require a work permit to work in the UK?			

Any preference for graduate role? (Please tick)

Structures	<input type="checkbox"/>	Civils	<input type="checkbox"/>	No Preference	<input type="checkbox"/>
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Education

University			
Dates attended			
Degree Title			
Predicted grade			
Did this include a 'sandwich year'? If so please give details within the 'Work Experience' section			

Higher education / 6 th Form College				
Dates attended				
Subjects studied				
Grade Achieved				



Any relevant work experience

Dates	
Employer	
Job Title	
Key roles and responsibilities	

Dates	
Employer	
Job Title	
Key roles and responsibilities	

Dates	
Employer	
Job Title	
Key roles and responsibilities	



What led you into a career in Engineering?

Is there a particular project on our website that interests you and why?



How do you believe your personal values align with the values of Dudleys?

Why have you chosen to apply to Dudleys graduate recruitment program, and if successful what valuable skills would you bring to our firm?



Any other knowledge, skills, interests or experiences that you feel might be relevant to the role?

Signed

Date
