

# ABOUT MERCURY

**SUCCESS**  
IS THE ONLY  
OPTION FOR US.

Mercury is a European Contractor that builds and manages complex engineering projects that reimagine how people work and live in the built environment.

Our determination and focus enable us to deliver leading-edge construction solutions across a range of key sectors including Enterprise Data Centres, Advanced Technology & Life Sciences, Hyperscale Data Centres, Fire Protection, Technical Support Services (TSS), Data Centre Facility Management, Healthcare & Building Services. Mercury employs over 3,000+ people across over 15 locations in Europe and had an overall turnover of €1bn in 2020. Mercury employs the best people, invests heavily in training and education and ensures that the highest standards of health, safety and governance are applied throughout the organisation.

## OUR GRADUATE PROGRAMME:

At Mercury, we are committed to recruiting the best people and developing them to become the leaders of tomorrow. We invest in the training and development of our team and provide the support and experience you need to fulfil your potential. Our Graduate Programme has proved greatly successful in empowering our graduates to develop the vital skills and competencies needed for a lasting career with us. We are committed to engaging and progressing new skills and knowledge through a combination of on-site, office-based, project-specific experience, experiential learning, and formal training, providing our graduates with insights and experience across the business.

Mercury has been recognised by Grad Ireland as one of Ireland's leading graduate employers and last year saw our largest ever intake of 58 graduates and were nominated for Grad Ireland's Best Graduate Training & Development Programme 2021. This was achieved despite the challenges of the Covid-19 Pandemic and further showcases our adaptability and innovation. We are determined to increase our uptake of graduates again this year and are committed to providing a rewarding and challenging programme, with an exciting range of graduate positions across the company.

### GRAD PROGRAMME KEY FEATURES:

- Induction programme
- Project management
- Presentation skills
- SAP technical training
- Engineer seminars
- AutoCAD training
- Building effectiveness
- Team building
- Time management
- Planning skills
- Communication skills
- Collaborative working
- Emotional intelligence

#### BENEFITS & RECOGNITION

- Highly competitive remuneration package
- Progressive Performance Management system
- Educational assistance
- Group VHI & Aviva discounts
- Employee Assistance Programme
- Free parking for Head Office staff
- Subsidised canteen facilities
- Bus/ Luas and rail tax incentives
- Health awareness programmes
- Access to free gym in Head Office

#### TRAINING & CAREER DEVELOPMENT

- Excellent career advancement opportunities
- Experience in a diverse range of specialisations and projects
- Opportunity to work internationally
- Online training initiatives
- CPD training
- Support for charterhip in employee's profession
- Continuous Training and Development
- Lunchtime seminars
- Avail of CITA events and training
- Mentoring programmes

#### WORK / LIFE BALANCE

- Sports and Social Committee
- Golf Society
- Discount for entertainment/ social outings
- Family days
- Recognition awards

# Graduate Programme Journey

Our structured training & graduate programme takes 18 months. The development programme is designed to set the demands of the working world as would be experienced by graduates. The courses are delivered by external and internal subject-matter experts in a dedicated learning environment.

A developmental journey that will support and be aligned with the practical working arrangements of graduates - the programme is structured to reflect a four-stage lifecycle in graduate development.

We have a strong link with Engineers Ireland, and we support graduates who wish to pursue Chartered Engineer status. Throughout the programme, graduates will receive group mentoring which will continue until they complete the graduate programme.

