



*Your career with Clancy.*

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Hello, welcome to Clancy.

We're a practice built upon a culture of excellence. Excellence not only in delivering creative engineering solutions and employee achievements, but within the very core of our ethos.

Operating across 10 locations in the UK with nearly 200 employees, we have developed a leading reputation in the engineering industry in delivering world-class projects, many at the forefront of technological advancements. 2022 was a special year for us as we celebrated our 50th anniversary.

We're committed to making a difference by inspiring the next generation of engineers and we work with schools, colleges, universities and industry bodies.

Our graduates benefit from mentoring and one-to-one training and guidance with a team of experienced and respected professionals from all levels within our business.

We support both professional and personal development, through exposure to a variety of projects across all industry sectors, with involvement in projects from conception to completion, encouraging responsibility from day one.

We look forward to seeing you soon.

Chris Acton  
CEO

## Your career path with Clancy.

Our person-centred approach and our culture of learning mean our staff are at the centre of everything we do. We invest in the development of everyone who works with us, encouraging learning and growth through a supportive, collaborative and respectful company culture.

The biggest benefit we have to offer is the knowledge skills and experience of our staff, who are there to share it with each other to create talented engineers and progress your career.

## A training programme to suit *you*.

We have developed a structured graduate training programme with several routes to follow depending on your career aspirations.

### ICE

We have an ICE approved training scheme meaning we support trainees through their Initial Professional Development (IPD) and to a professional qualification.

### IStructE

Graduates choosing this route will receive full support when completing their IPD.

### CIBSE

We have a CIBSE approved training scheme that offers a framework for a route to membership. Each trainee will be assigned a mentor and enter into a mentoring agreement.

We will pay for two professional memberships annually.

We nurture a *positive* working environment that promotes equality, inclusion and wellbeing.

Our purpose –

**Engineering with an eye to the *future***

We deliver high-quality, sustainable engineering solutions that work for today and for future generations. We invest in people and a culture of learning to deliver great projects at the cutting edge of design.

Our passion –

**A *creative* approach to engineering**

Our person-centred approach goes hand in hand with our ability to understand and solve engineering challenges with high-quality technical solutions. We deliver projects smoothly and bring a creative approach to overcoming the challenges our clients and wider communities face.

Our guiding principles –

***Be sustainable, Be supportive, Be inclusive, Be collaborative, Be inspiring.***



*"The family-like environment and people all make it the best company I have worked for to date..."*

## Tomorrow's engineers

Our inclusive culture means that all our staff, from apprentices and graduates through to seasoned professionals, are encouraged, and indeed do contribute to our marketing function, from the production of case studies, blog and social media content, through to representing the business at industry events and networking with their peers.

For Tomorrow's Engineers Week, we caught up with our graduate engineer, Naveera Fasahat, to offer her insight on how engineers can assist in improving lives and communities, and how the profession can shape a sustainable future.



Naveera is a Graduate Civil Engineer in the Manchester C&S team. She joined Clancy in 2021, having studied an MSc in Structural Engineering at the University of Salford.

Tomorrow's Engineers Week is about providing inspiration to young people about what it is like to be an engineering professional. Please share how you think engineers improve lives.

*"The dramatic change in lifestyle over recent years signifies the rise in demand for infrastructure that*

**Don't just take our word for it - here's what our graduates across the business have to say.**

*"A plethora of knowledge to pool from within a friendly office, as well as the wider national company that feel like a community you can be proud to be apart of."*

*suitably meets this requirement. As problem-solvers and solution-seekers, we are constantly aiming to achieve out-of-the-ordinary solutions to meet these demands that allow for viable regeneration, and at the same time offer a smart solution that allows for rework-ability if at all required, all of which in no doubt leads to the betterment of society."*

As engineers how are we already contributing to tackling climate change?

*"As designers, we are conscious of the impact we have on the environment owing to our design choices and we are actively working at producing design solutions with a view to the net zero targets. We are already currently ensuring the inclusion of eco-friendly alternatives and locally sourced materials, as a minimum, as part of our design strategies.*

*"As we are always intending to focus on projects being designed sustainably from the outset, rather than only introducing superficial green features for post-building, technical design decisions made in the present time impact the embedded carbon performance of the overall build that is to come together in its due course. Additionally, engineers would also effectively be the drivers in defining a built environment that is not only minimally invasive to the environment but is also capable of coping with the impact of further stresses impending as a result of climate change."*

*"Mentors and peers that work with you to further your professional development."*