

**FARRANS**  
A CRH COMPANY

# Graduate and Placement Careers at Farrans

Your questions answered



Build. Transform. Connect.

[farrans.com](https://farrans.com)

# Contents

**1. Application Process**

**2. Interviews**

**3. Employment**

# Application Process

## How many graduates/placements do Farrans recruit each year?

The Company recruits approx. 50 graduates/placements each year and we recruit one year in advance. Our application process opens in late September and closes at the end of November. Candidates must be available for interview in early December.

## I have a 2:2 at degree level. Should I still apply?

We review each application on its own merits and will take into consideration all circumstances. Where candidates have fallen short of a 2:1 (or equivalent) we would expect to see that they have met the criteria of our selection process in other ways, for example, work experience etc. We receive a high volume of applications for our program so take time to make your application the best it can be and try to stand out from the crowd.

**Build. Transform. Connect.**

**farrans.com**

## **I do not currently have the right to work in the UK. Will the Company sponsor my visa application?**

While we accept applications from all nationalities, unfortunately we do not offer visa sponsorship and will require candidates to provide proof of their eligibility to work in the UK before joining us.

## **How quickly will I hear back after submitting my application?**

Upon submitting your application, you will receive an automatic response confirming receipt. We conduct shortlisting once the process has been closed in November. You will be notified shortly after. If you have been unsuccessful, unfortunately we are unable to provide feedback due to the volume of applications.

## **Do I need a driving licence?**

Yes, or at least the means to travel. This is due to the remote locations of some of our sites.

**Build. Transform. Connect.**

**farrans.com**



# Interviews

## What can I expect in the interview?

The interview will be around 45 minutes in length and feature competency based questions. For those who are requested to complete a presentation, there will be an additional 15 minutes.

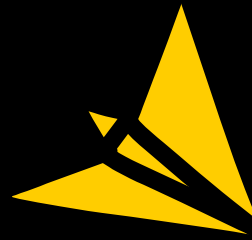
Interviews may be conducted in person or virtually.

## Will I receive feedback from my assessment and interview?

We understand the importance of constructive feedback and will provide feedback on an individual basis following the assessment day or interview, if requested.

**Build. Transform. Connect.**

**farrans.com**



## **Do you reimburse travel expenses for interviews?**

To reduce the expense to you we try to facilitate all interviews close to your home location/regional hub or via MS Teams.

## **When will I find out if I have been successful?**

Interviews will take place in early December, with offers of employment made to those successful before the Christmas break.

Successful candidates will need to respond back to our offer by the middle of January

**Build. Transform. Connect.**

**farrans.com**

# Employment



## When will I start employment?

We have two enrolment dates - one in June and the other in September. These dates will be provided to you at the offer stage.

## Will you keep in touch prior to my employment date?

Yes, you will receive a programme schedule within your onboarding package. Each month in the run up to your employment date, we have scheduled in Q&A sessions with contracts managers, regional directors and many more.

**Build. Transform. Connect.**

**farrans.com**



## Where will I be working?

Due to the nature of our business, our sites and projects are located all over the UK and Ireland. Therefore it is important that you are flexible to work where required.

In turn you will gain a diverse range of project experience.

If your work location is over two hours from your home, you will receive free accommodation, which is arranged and paid for by the Company as well as a living away from home allowance and additional benefits.

**Build. Transform. Connect.**

**farrans.com**





## **Where are your projects located?**

We have approximately 45 live sites across the UK and Ireland. For further information please refer to [farrans.com/projects/](https://farrans.com/projects/)

## **Do I have to pay for my own accommodation?**

If your project is over two hours drive from your home, the Company will locate and pay for your accommodation.

## **What are my contracted working hours?**

You will be required to work 45 hours per week . Additional weekend work may be required from time to time to meet the needs of the business.

**Build. Transform. Connect.**

**farrans.com**



## What will a normal day look like?

We have an uploaded a video of 'the day in the life of a Graduate' onto our LinkedIn Life page and on our website. We hope this will assist with any questions you may have.

## How often will I get home?

At least two weekends per month, but this may vary dependent on your project/site.

## Do I get travel expenses?

Yes, you are entitled to claim travel expenses to and from all temporary projects. Training will be given within your first week on how to carry this out.

**Build. Transform. Connect.**

**farrans.com**

## What benefits/perks do Farrans offer?

- Competitive Salary
- 30+ days annual holiday
- Support for Chartership pathways
- Bespoke career pathways
- Mentorship scheme
- Further education opportunities
- Pension plan
- Health cash plan enrolment
- 24/7 counselling and support health line
- GP anytime
- Wellbeing App
- Company Occupational Health
- Family Friendly Policies
- Enhanced Maternity
- Flexible Working Policy
- Access to Discounts
- Annual Health and Well Being Events
- CSCS & First Aid training
- Professional membership

**Build. Transform. Connect.**

**farrans.com**



## **Do I need to get my own skills card for working on site?**

The Company will arrange and pay for this training to be conducted once you have commenced employment. If you already have this card, please make the team aware on your induction week.

## **What do Farrans offer in terms of Chartership?**

We understand the importance of Chartership to our graduates, so we have mentors and support groups in place to guide you on your journey.

Over 60% of our professional employees have Chartered status. We will give you all the help, guidance and support with the professional body most suited to your role.

**Build. Transform. Connect.**

**farrans.com**