

FARRANS

A CRH COMPANY

Graduate and Placement Careers at Farrans

Your questions answered



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Application Process

How many graduates/placements do you recruit each year?

The Company recruits approximately 50 graduates/placements each year and we recruit one year in advance. Our application process opens in September.

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 2:2 (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 programme so take time to make sure your application is the best it can be and try to stand out from the crowd.

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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.

I currently have a valid sponsorship visa, but will require this to be renewed in due course?

While we accept applications from all nationalities, unfortunately we do not offer a scheme to renew sponsorship visas.

How quickly will I hear back after submitting my application?

Upon submitting your application, you will receive an automatic response confirming receipt. We complete shortlisting throughout the process and endeavor to respond as soon as possible.

If you have been unsuccessful, you will receive an automated response. Unfortunately, we are unable to provide feedback due to the volume of applications.

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Do I need a driving licence?

Yes, this is due to the remote locations of some of our sites.

What are the Company's thoughts regarding I&D?

The Company is committed to equality, diversity, and inclusion. It strives to create a culture and working environment that is welcoming and inclusive in its interactions with recruitment applicants, employees, customers, visitors, suppliers, contractors, shareholders, investors and in the communities in which it operates.

All our employees have the right to be treated with respect and dignity in the workplace and this includes protection against discrimination.

The Company will provide equality of opportunity and treatment to all employees, regardless of the employee's gender identity/expression (this includes transgender and non-binary people); pregnancy or maternity status; marital or civil partnership status; whether or not they have dependants (including caring responsibilities); religious belief or political opinion; race (colour, nationality, ethnic or national origins, including Irish Travellers); disability; sexual orientation and age.

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Interviews

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What can I expect in the interview?

This may be conducted in person or via MS teams, you will be informed of this prior to the interview. You will be interviewed by at least two members of our team.

Questioning will be linked to your subject knowledge and any additional experience to date.

What can I expect in the assessment process?

Our assessment process is conducted virtually. The exercises you will carry out will be industry specific and in accordance with the vacancy you applied for. The recruitment team will advise you of what to expect prior to the event.

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What if I require support or adjustments?

We consider all applicants on their abilities alone to ensure a fair recruitment process. If you require some reasonable adjustments to be made, please advise your recruiter at your earliest convenience. They can work with you to ensure you are fully enabled and supported throughout the interview/assessment process.

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.

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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?

A member of the Company will reach out to you advising the outcome. If you have been successful, an employment offer will be made to you. This should be returned within one week.

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Employment

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What will my first week look like?

This will include two days of induction training covering information such as getting to know the Company and directors, setting up your laptop, Company policies, booking your holidays etc. You will have the ability to engage with colleagues as well as your peers.

When will I start employment?

We have two enrollment dates, one in June and the other in September. If the date you have chosen on your application has changed, please advise us as soon as possible.

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What can I expect once I join?

You may feel nervous ahead of your new role within the Company. This is completely normal and something most people experience. We as a Company completely understand this and for the first few weeks you will be shadowing colleagues to build up your confidence, ask questions you may have and meet other colleagues.

It is important to remember that you are starting something which may be completely new to you. You may have to learn lots of new things, get familiar with a new culture and ways of working. You will not know everything in one day, it will develop over a period of time.

Ask questions, this will help you learn as you go. If you need clarification on anything you can use the MS teams virtual buddy or colleagues. Don't be afraid to ask. Remember, you were hired for a reason and that you are more than capable of performing your new role.

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Will you keep in touch prior to my employment date?

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

Where will I be working?

We try to locate our graduates and placement students as close to home as possible, however as our projects are located throughout the UK and Ireland there may be a requirement for you to work away from home. If this is required, you will receive free accommodation, paid for by the Company, living away from home allowance and additional benefits.

We ask for you to be flexible with your ability to travel throughout the UK and Ireland.

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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/



What do I wear on site and on the induction days?

Smart casual attire should be worn on site. Jeans are acceptable but no rips/tears.

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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?

Graduates and apprentices will be required to work 45 hours per week.

Placements and summer placements will be required to work 40 hours per week.

What will a normal day look like?

We have 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.

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How often will I get the opportunity to go 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.

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What benefits/perks do we offer?

- Competitive Salary
- 30+ days annual holiday
- Chartership support groups
- Bespoke career pathways
- Mentorship scheme
- Further education opportunities
- Pension plan
- Health cash plan enrolment
- Health and wellbeing support
- Annual health and wellbeing events
- Company Occupational Health
- Family Friendly Policies
- Enhanced maternity
- Access to discounts
- CSCS & First Aid training
- Professional membership
- Access to Discounts
- Annual Health and Well Being Events
- Employee Referral Scheme
- Professional Membership Support

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What if I have a holiday or essential leave within the first few weeks of my start date?

This is not a problem, however, we would suggest you notify the recruitment team prior to commencing so this can be passed onto your line manager for them to make arrangements if cover is required on site.

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 you 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. We also offer Chartership Incentives.

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