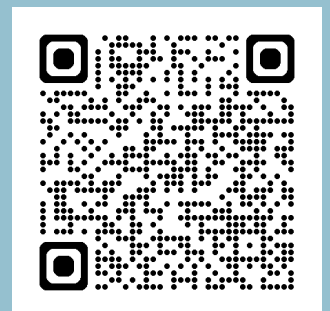


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**Collen Graduate
Development Programme**



2025



Scan the QR code or email: graduate@collen.com

Introduction

The Colleen graduate programme aims to develop initiative, teamwork, and role appreciation while providing a comprehensive understanding of business functions and their value. Over 18 months, we focus on enhancing planning, communication, and time management skills to effectively meet learning requirements. Graduates will gain a strong sense of personal responsibility, understanding how to add value to projects, and learn to navigate working within the ever changing and challenging construction industry.

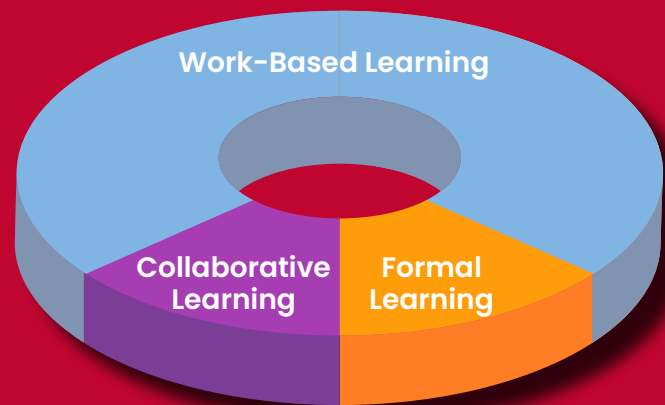
Our Learning Model

We use a comprehensive 60:20:20 learning model.

 **60%** Work-Based Learning

 **20%** Collaborative Learning

 **20%** Formal Learning



Why choose our programme

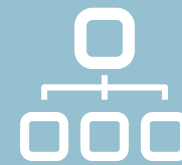
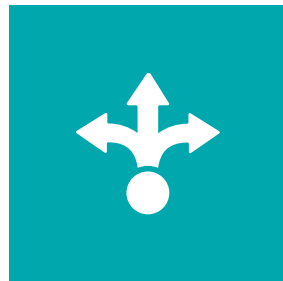
International presence and opportunities for travel and collaboration across borders and functions.



Training in learning areas including:

- Technical expertise
- Interpersonal and leadership
- Health & Safety
- Quality
- Environmental and sustainability
- Digital construction
- Lean construction
- Software applications
- Commercial
- Tendering
- Pre-construction

Comprehensive learning experience over our 18 month programme based on the 60:20:20 learning model.



- Professional body membership with opportunities to network with industry professionals.
- Dedicated mentor to guide your career development.



- Hands-on experience with exposure to various departments and roles.
- Work-based learning with real-world projects.

- Award-winning Learning Management System with comprehensive course content.
- Career progression pathways with a clear roadmap from graduate to future leadership roles.
- A supportive, inclusive and dynamic work environment that fosters growth and innovation through a strong commitment to our values - safety, integrity, teamwork, ownership and sustainability.

Rewards and Benefits

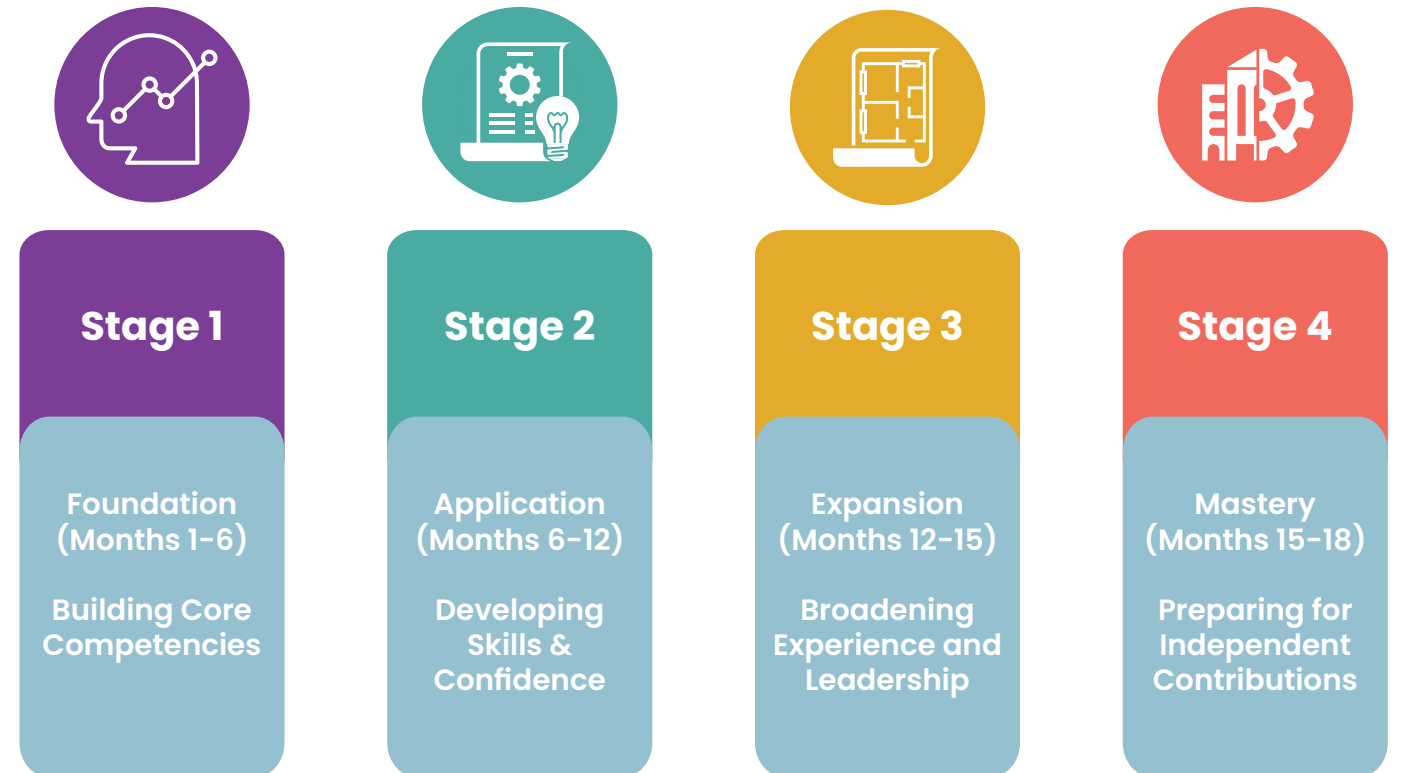
Join our team of talented professionals and fast-track your career by working on complex, high-profile, and fast-paced construction projects for some of the world's leading corporations.

- Competitive salary
- Study leave
- Flexible working
- Pension*
- Life Insurance
- Employee Assistance Programme
- Annual performance reviews
- International relocation support*

*Note: When/Where applicable

Programme duration

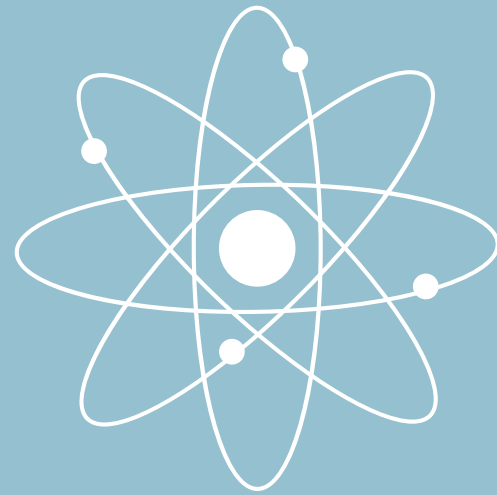
Our programme is delivered over 18 months





Career Paths

- Architectural Technology
- Building Engineering
- Building Services
- Civil Engineering
- Construction Management
- Digital Construction/BIM
- Health and Safety
- Mechanical and Electrical Engineering
- Project Management
- Quantity Surveying
- Structural Engineering
- Sustainable Energy



Multi sector
Engineering Led
general contractor

Revenues of
€650 Million

Ranked in the
top 5 main building
contractors in Ireland

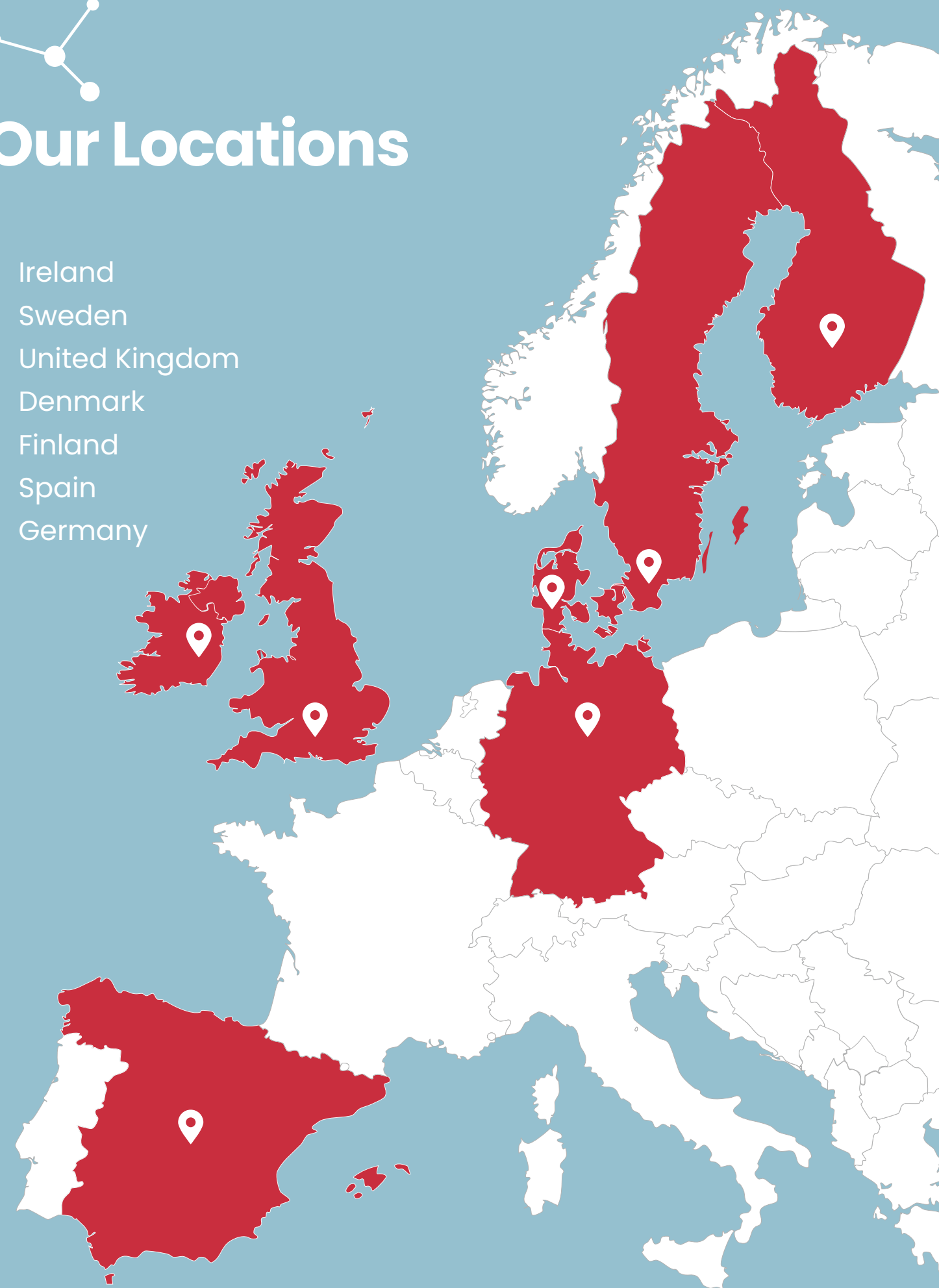
Over
400 staff

Established in
1810



Our Locations

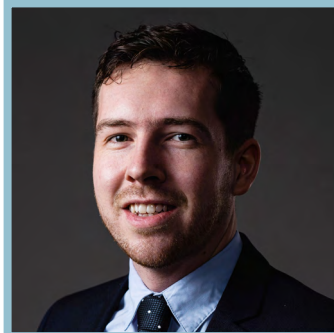
- Ireland
- Sweden
- United Kingdom
- Denmark
- Finland
- Spain
- Germany



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Our People

The career journeys of our people represent the breadth of talent – from early career professionals to experienced leaders; each contributing to our shared success across disciplines and regions.



BRUCE GREIG

Bruce, a BSc (Hons) Quantity Surveying graduate from Robert Gordon University, has 11 years of industry experience. Since joining Colleen in 2019 as a Quantity Surveyor, he has progressed rapidly, becoming Managing QS in 2022 and European Commercial Lead in 2023. Based in Sweden, his adaptability and drive are evident in his recent Post Graduate Certificate in Mechanical and Electrical Quantity Surveying from Atlantic Technical University. His career growth reflects Colleen’s commitment to developing and rewarding ambitious talent.

European Commercial Lead
 Joined Colleen in 2019
 Based in Sweden



MARGARET CONNOLLY

Margaret graduated with distinction from Robert Gordon University in 2012 with a BSc (Hons) in Architecture and progressed from Architectural Assistant to Associate before she joined Colleen as a Design Coordinator in 2021, where she efficiently managed subcontractors, chaired design meetings, and streamlined communication between teams. Promoted to Lead Design Coordinator in 2023, Margaret was further promoted to Design Manager in 2025. In this role, she now leads interdisciplinary collaboration, oversees design risk management, and ensures alignment between project teams across jurisdictions – reflecting Colleen’s commitment to career progression and leadership development.

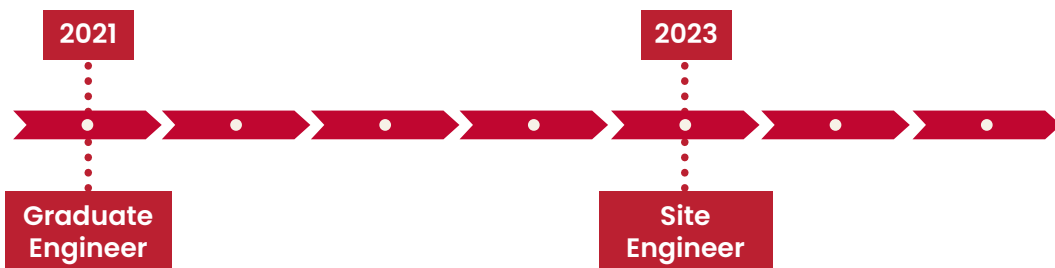
Design Manager
 Joined Colleen in 2021
 Based in UK and Ireland



FIONN PRIESTLEY

Fionn gained hands-on experience as a student engineer on major Dublin projects, including One Wilton Park and Capital Dock. After earning his BSc (Hons) in Civil Engineering from TU Dublin in 2021, he joined Colleen as a Graduate Engineer, working on data centre and substation projects in Ireland. In 2023, he progressed to Site Engineer and joined our Swedish team. Skilled in setting out, surveying, and industry software like AutoCAD and Navisworks, Fionn’s journey reflects Colleen’s commitment to developing engineers in a dynamic international environment.

Site Engineer
 Joined Colleen in 2021
 Based in Sweden



RAY COOTE

Ray has nearly 30 years of experience in Architectural Technology and BIM. After earning a Diploma in Architectural Technology from TU Dublin in 1996, he built his expertise in technical design and digital construction, serving as a Senior Architectural Technologist and BIM Coordinator in a leading practice. Since joining Colleen as BIM Coordinator in 2015, he has driven digital advancements, completing an MSc in Applied BIM & Management at TU Dublin in 2018. Promoted to Head of Digital Construction in 2024, Ray now leads the team, fostering collaboration, innovation, and a strong digital strategy across the organisation.

Head of Digital Construction
 Joined Colleen in 2015
 Based in Ireland



Our People



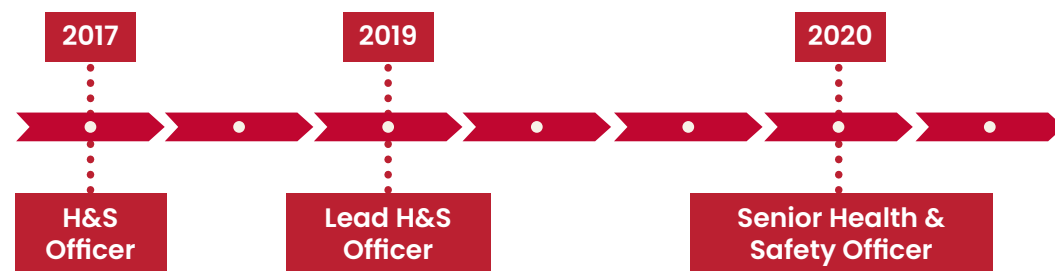
ASIF MUHAMMAD

Senior Health and Safety Officer

Joined Colleen in 2017

Based in Ireland

Asif joined Colleen as a Health & Safety Officer in 2017 and advanced to Lead Health & Safety Officer in 2019 and Senior Health & Safety Officer in 2020. His proactive approach and expertise have been instrumental in strengthening safety standards across Colleen. With international experience in Pakistan and Saudi Arabia, Asif brings a global perspective to health and safety. He completed a Diploma in Occupational Health and Safety in 2020 and holds a BSc in Engineering. Committed to mentoring and best practices, Asif was recently nominated for Colleen's employee recognition programme, reflecting his dedication to safety and continuous improvement.



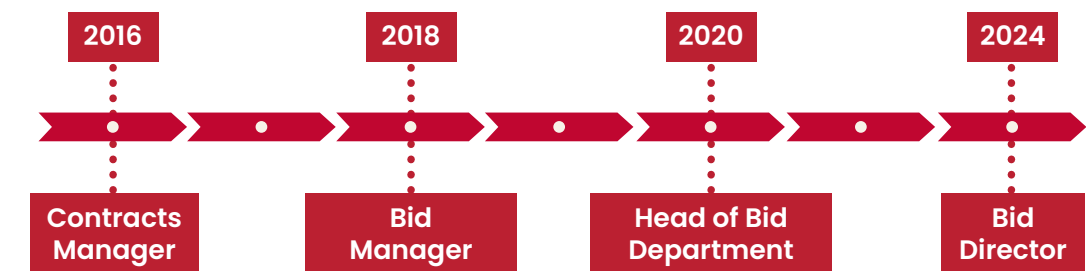
STEPHEN FOLEY

Bid Director

Joined Colleen in 2016

Based in Ireland

Stephen, now Bid Director at Colleen, joined Colleen as a Contracts Manager in 2016, he has played a key role in project planning and bid management, becoming Head of the Bid Department in 2020 and Bid Director in 2024. A strong advocate for professional development, Stephen lectured on the Construction Management programme at SETU until 2024, he holds an MSc in Construction Informatics (TU Dublin, 2020) and a BSc in Energy Management (SETU, 2016). His career progression reflects Colleen's commitment to recognising expertise, rewarding leadership, and driving excellence in preconstruction and bidding.



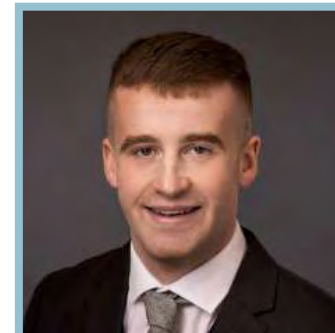
WILLIE LOUGHNANE

Project Director

Joined Colleen in 2007

Based in Ireland

Willie, a Chartered Civil Engineer with 20+ years of experience, began with Colleen in 2007 as a Senior Engineer. He steadily progressed into key leadership roles, becoming Senior Contracts Manager in 2019 and Project Director in 2023. Holding a BE (Hons) in Civil Engineering from NUI Galway, he has built on his expertise with further qualifications, including a Postgrad Diploma in Project Management (2009), a certificate in Lean Operational Excellence (2021), and a Diploma in Construction Law (2023). With strong leadership and project management skills, Willie plays a vital role in delivering complex construction projects across the Data Centre and Energy sectors.



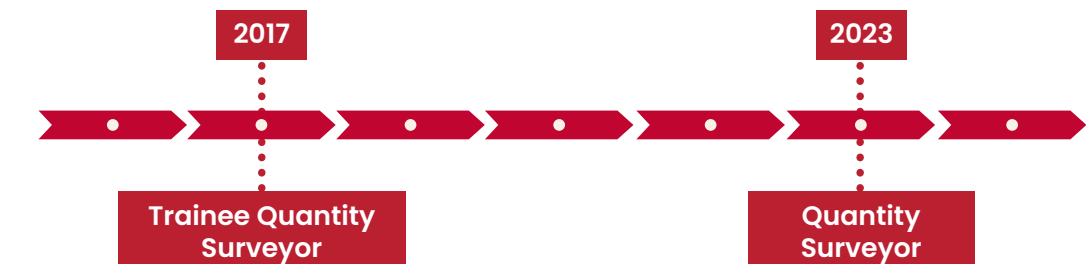
JAMES GRIMES

Quantity Surveyor

Joined Colleen in 2017

Based in Ireland

James is a Quantity Surveyor with seven years' experience in the construction industry (four as a trainee Surveyor, and three postgraduate experience). He graduated from TU Dublin in 2021 with a BSc (Hons) in Quantity Surveying & Construction Economics and has been steadily building his expertise in cost management and commercial operations. Beginning his career as a Trainee Quantity Surveyor with Colleen in 2017, James gained valuable hands-on experience before stepping into his current role as a Quantity Surveyor in 2023. His strong analytical skills, attention to detail, and commitment to continuous learning make him a valuable asset to the team as he develops his career in the industry.



Our People



VITOR FERREIRA

Vitor joined Colleen in 2002 as a General Operative, where he first took on the role of Health & Safety Representative. Through on-the-job learning and formal training in Occupational Safety and Health, he progressed into dedicated safety roles. Now a Health & Safety Lead, Vitor has worked on a wide range of projects including data centres across Ireland, Germany, Denmark, and Sweden. With over 15 years' experience in construction, his career path reflects the strong focus on development, progression, and international opportunity available at Colleen.

Health & Safety Lead
 Joined Colleen in 2002
 Based in Sweden



EMMANOUELA CHAFNAVI

Since joining Colleen in 2019 as a BIM Coordinator, Emmanouela has embraced incredible opportunities for growth, progressing to her current role as Lead Digital Construction Coordinator. Working across diverse projects, she has gained valuable insights into different working methods and expanded her expertise, particularly through her involvement in a power plant project in Ireland. With an MSc in Architecture from Aristotle University of Thessaloniki, Emmanouela's career has taken her from Greece to Abu Dhabi to Ireland, where she has specialised in digital construction.

Lead Digital Construction Coordinator
 Joined Colleen in 2019
 Based in Ireland



RICHARD O'MAHONY

Richard has extensive experience in MEP coordination, construction, and commissioning across data centre, commercial, and residential projects. Since joining Colleen as an MEP Coordinator in 2018, Richard has advanced through key roles, becoming Senior MEP Coordinator in 2020, Project Commissioning Lead in 2021, MEP Construction Manager in 2022, and MEP Manager in 2024. Holding a B.Eng. in Mechanical Engineering (2011) and a Foundation Certificate in Professional Engineering (2010) from TU Dublin, Richard combines technical expertise with leadership in quality assurance, commissioning, and subcontractor management, making him integral to delivering complex MEP projects.

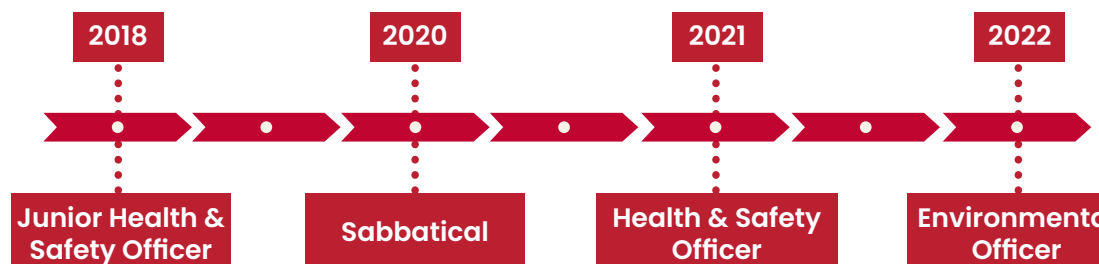
MEP Manager
 Joined Colleen in 2018
 Based in Sweden



RYAN CORCORAN

Ryan joined Colleen in 2018 as a Junior Health & Safety Officer upon graduating from TU Dublin and since progressed to his current role as an Environmental Officer. In 2020, he moved to Australia to gain international experience before returning to Colleen in 2021. With expertise in environmental resource protection, he specialises in inspections, risk assessments, and compliance evaluations, playing a key role in sustainable project delivery. Holding a BSc in Environmental Health, Ryan is focused on managing hazardous construction environments, he works to optimise safety, ensure regulatory compliance, and promote environmental sustainability.

Environmental Officer
 Joined Colleen in 2018
 Based in Ireland



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Construction Excellence since 1810

