

**Collen Graduate
Programme**



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.

The Colleen Graduate Development Programme is accredited as a CPD Approved Graduate Development Programme by Engineers Ireland, recognising our commitment to excellence in early career professional development.



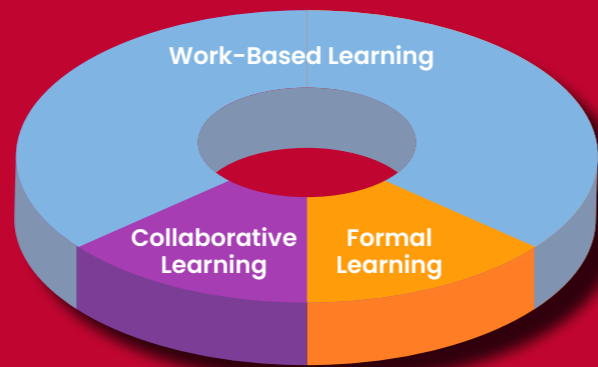
Our Learning Model

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

 **60%** Work-Based Learning

 **20%** Collaborative Learning

 **20%** Formal Learning



Why Choose our Programme

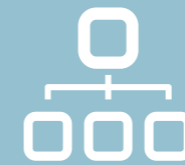
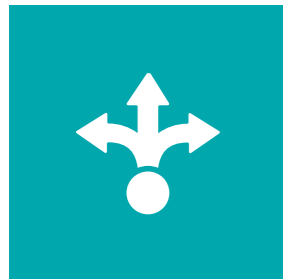
International presence and opportunities for travel and collaboration across borders and functions.



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
- Joining bonus
- Income protection
- Life assurance
- Eye care benefit
- Bike to work scheme
- Social Club membership
- Further Learning & development
- Auto-enrolment or private company pension
- Employee Assistance Programme
- Flexible working*

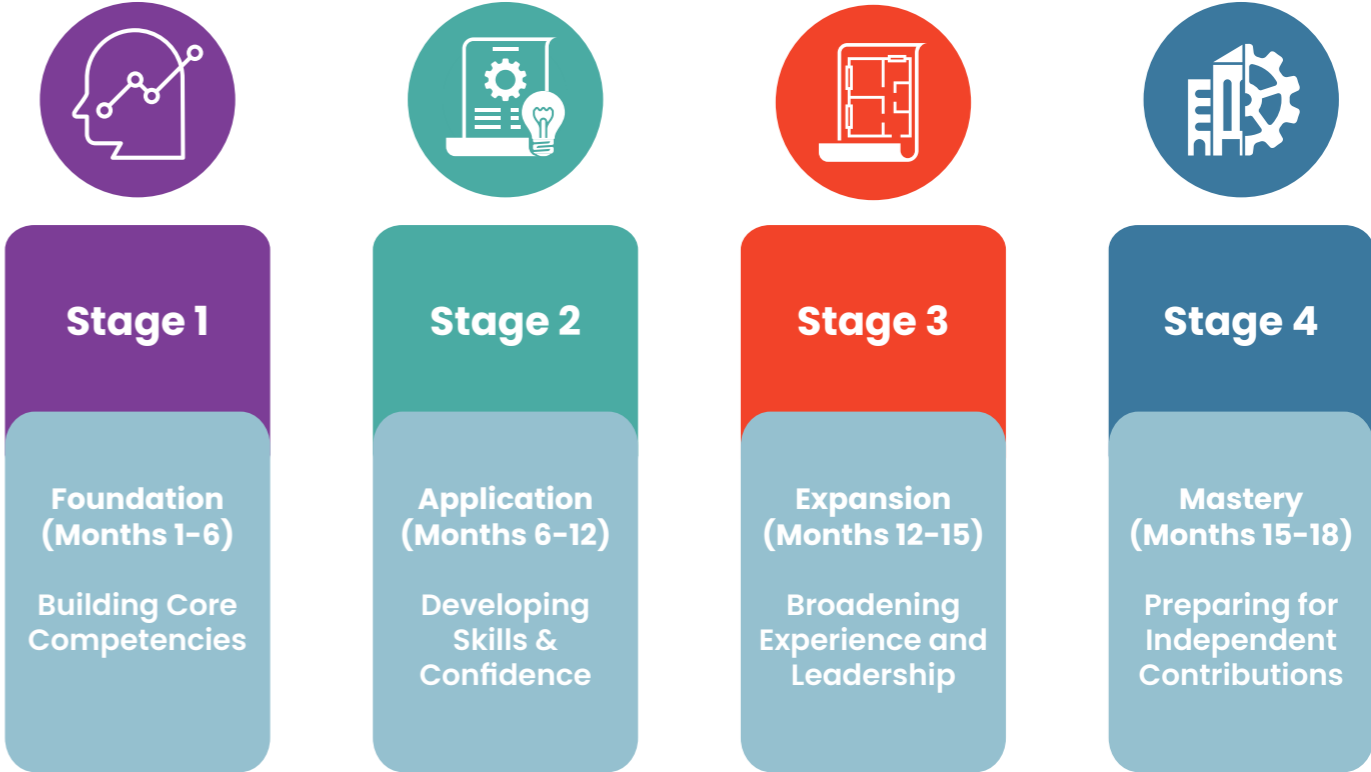
Future benefits:

- Annual performance reviews
- Annual discretionary performance bonus
- Structured Career progression
- Company Vehicle or allowance*
- Global mobility relocation support *

*Subject to T&C's and role eligibility

Programme Duration

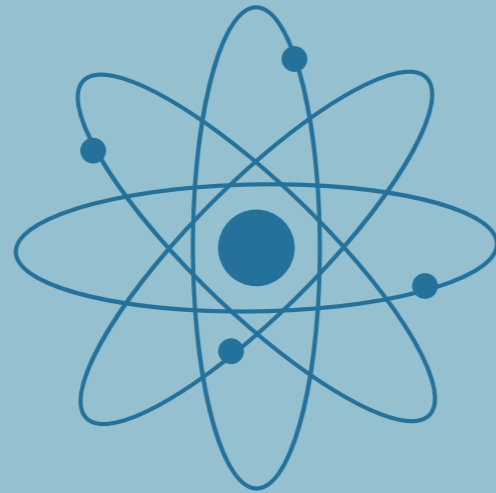
Our programme is delivered over 18 months.





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
€1.2 Billion

Ranked in the
top 5 main building
contractors in Ireland

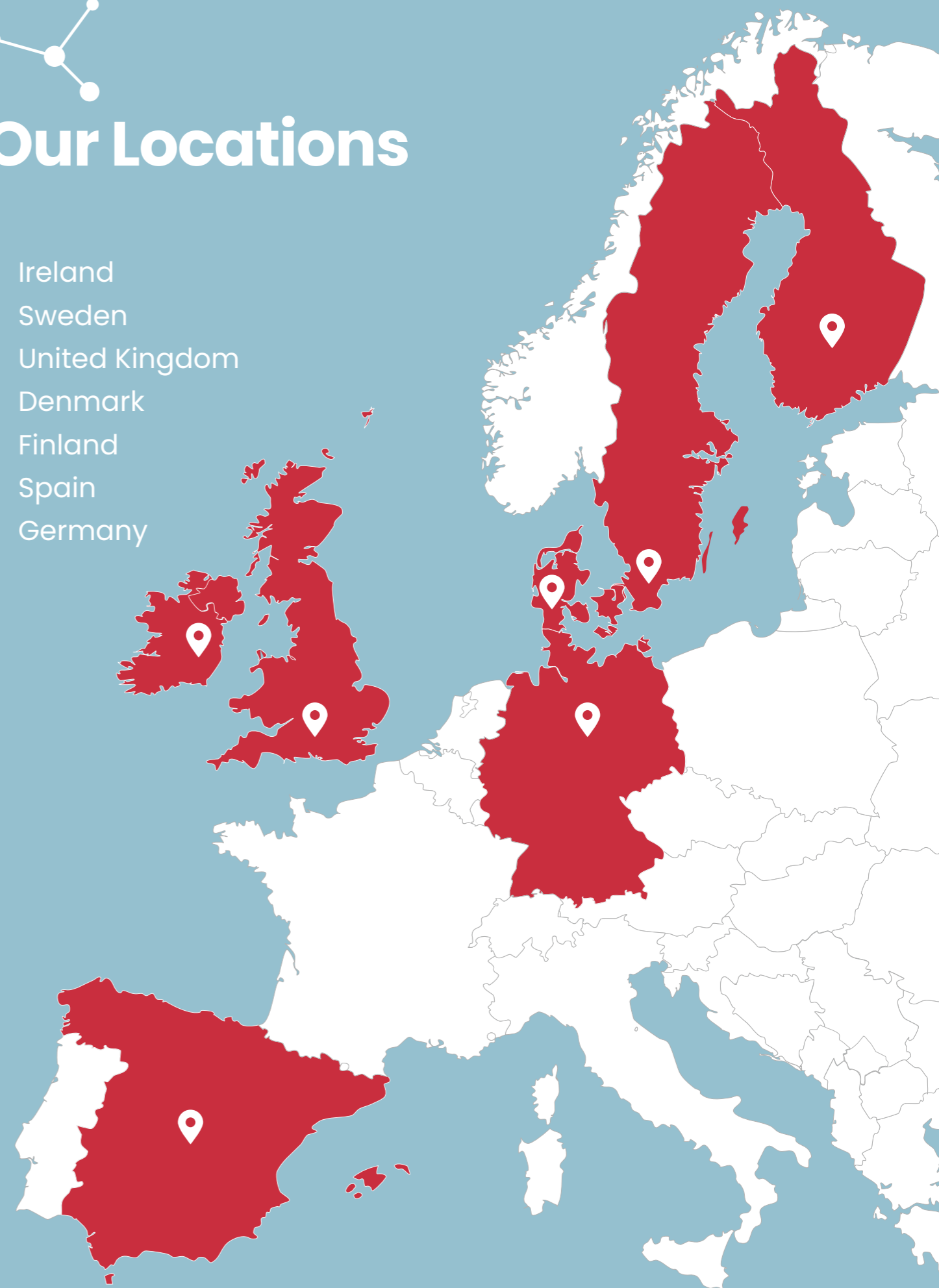
Over
450 staff

Established in
1810



Our Locations

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

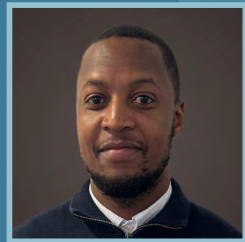


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Testimonials

What some of our 2025 Graduates have to say...



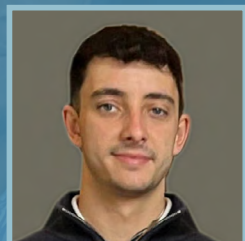
DONALDEST CASTIGO
Environmental

“ My time on the Graduate Programme has been both challenging and rewarding. The exposure to site operations, collaboration across different teams, and the trust placed in me helped me develop not only technical knowledge but also confidence and leadership skills. Taking ownership of tasks and stepping outside my comfort zone allowed me to contribute to project delivery while learning from experienced professionals across a range of disciplines. The programme provides genuine responsibility alongside the support needed to grow and succeed. ”



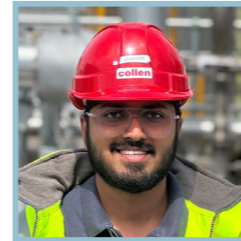
EVAN O'DOWD
MEP

“ My experience on the Graduate Programme has given me valuable exposure to the technical and practical aspects of project delivery. Working alongside experienced members of the MEP team, participating in inspections, and becoming involved in day-to-day site activities helped me develop a greater understanding of quality, coordination, and project delivery. Every challenge presented an opportunity to learn, build confidence, and strengthen my problem-solving skills. The programme has provided an excellent foundation for my career while allowing me to contribute and grow in a supportive environment. ”



HARRY NOBLE
Quantity Surveying

“ My experience on the Graduate Programme has provided valuable exposure to the commercial aspects of construction, from cost management and procurement to supporting day-to-day quantity surveying activities. Through working closely with experienced colleagues, taking ownership of tasks, and contributing to project discussions, I have developed both my technical knowledge and confidence. The support and opportunities available have helped me grow professionally and gain practical experience that have supported my role. ”



JESWIN GIGI
MEP

“ Working on large-scale projects has provided valuable exposure to the practical application of mechanical engineering. By becoming involved in different stages of project delivery, I have developed a stronger understanding of engineering standards, coordination and quality requirements. The combination of hands-on experience and mentorship has helped me become more confident contributing to technical discussions and solving engineering challenges. ”



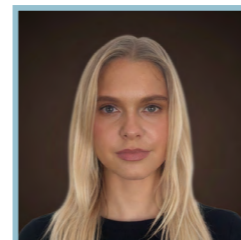
MICHAL CETNARSKI
Project Delivery

“ Being involved in the day-to-day delivery of projects has helped me develop a practical understanding of site operations and construction processes. Working closely with subcontractors and project teams has strengthened my communication skills and taught me the importance of coordination on a busy construction site. The experience has enabled me to become more confident managing responsibilities and finding solutions to challenges as they arise. ”



RAUF ANWAR
MEP

“ Working across both office and site environments has given me a broader understanding of electrical engineering and commissioning in practice. Exposure to live projects has improved my technical awareness, attention to detail and appreciation of the high standards required to deliver quality outcomes. Through collaboration with different teams, I have strengthened both my communication skills and understanding of how successful projects are delivered. ”



CLAUDIA KURTYKA
Digital Construction

“ The opportunity to work on live projects has allowed me to see how BIM, information management and digital tools are used to support coordination and decision-making across project teams. Through hands-on experience, I have gained a deeper understanding of the role that Digital Construction plays in delivering efficient and well-coordinated projects. The supportive environment in Collen has helped me build confidence while applying technical knowledge in a practical setting. ”



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.



EMMANOUELA CHAFNAVI

Lead Digital Construction Coordinator

Joined Collen in 2019

Based in Ireland

Since joining Collen 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.



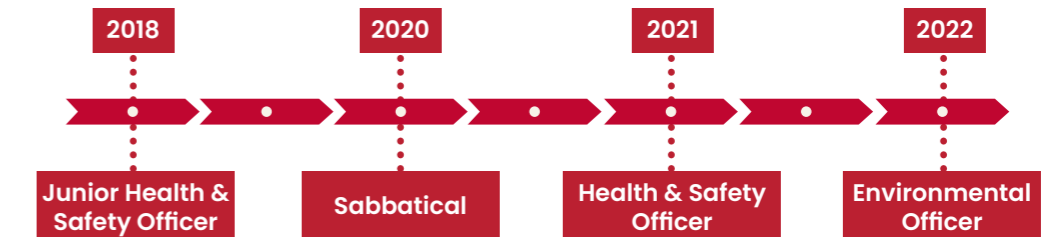
RYAN CORCORAN

Environmental Officer

Joined Collen in 2018

Based in Ireland

Ryan joined Collen 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 Collen 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.



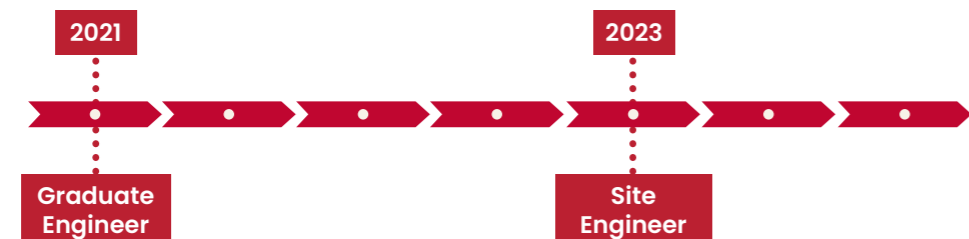
FIONN PRIESTLEY

Site Engineer

Joined Collen in 2021

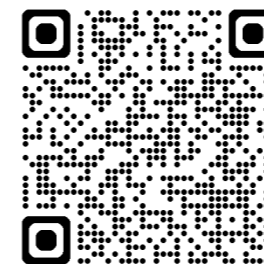
Based in Sweden

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 Collen 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 Collen’s commitment to developing engineers in a dynamic international environment.



How to Apply

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



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Construction Excellence since 1810



collen.com