

# Careers at VINCI Facilities



Excellence



Collaboration



Integrity



Innovation



Discipline



**EARLY CAREERS**  
*Create Your Next Move*

# Who we are

**VINCI Facilities are responsible for managing, maintaining and improving buildings for customers nationwide. Employing over 2,500 people and managing 100+ contracts across the public and private sectors, we take responsibility for the performance, safety and long-term sustainability of the buildings we manage.**



We ensure the smooth operation of essential services, such as lighting, heating and cooling, and fire detection systems. We deliver 24/7 support, ensuring that the environments people use every day – including hospitals, schools, shops, stadiums, train stations and government buildings – are clean, secure and well-maintained.

Our teams combine engineering skills with smart technology to create reliable, high-quality spaces that allow our customers to focus on what they do best.



We also transform and modernise existing buildings through high-quality refurbishment, restoration and safety improvements. Whether we're upgrading fire protection, installing energy-efficient systems, repairing damage, or redesigning internal spaces, our goal is to make buildings safer, more sustainable and better suited to the people who use them.

Through our V-Zero capability we reduce carbon, improve efficiency, and enhance building performance, helping organisations meet their environmental goals and create resilient, future-ready places to live, learn and work.



# Your Career Starts Here



## Skills for Life

You'll gain practical experience, technical knowledge and valuable qualifications that help you grow and succeed.



## Find Your Path

Whether you want hands-on experience, a qualification or a route toward professional status, we'll help you choose the direction that suits you best.



## Always Supported

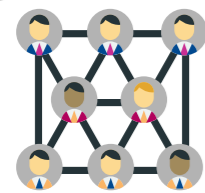
You'll have a mentor or manager guiding you, helping you learn, develop and feel confident in what you do.

## What is an apprenticeship

Kickstart your career by working on real projects while studying for a recognised qualification.

You'll be supported by experienced mentors, specialist training providers and a friendly team who help you build skills, confidence and a strong foundation for your future.

There are pathways across engineering, trades, commercial, project management and many more areas.



## Grow Your Network

You'll meet people from different teams, visit a variety of sites and even rotate across projects to discover what suits you best. We have inclusive employee networks supporting women in construction and LGBTQ+ colleagues.



## A Community You Belong In

Join groups, share ideas, get advice and take part in events designed to help you learn and connect with others.



## Stand Out & Be Yourself

Take part in competitions, industry awards, Duke of Edinburgh Gold, or become a STEM Ambassador. You can build confidence, inspire others and show what you're capable of.

# Apprenticeship Pathways & Future Careers



Apprenticeships are split into different levels:

**Level 2 Courses**  
Equivalent to GCSEs



**Level 3 Courses**  
Equivalent to A Levels



**Level 4 or 6 Courses**  
**Level 4** The first two years of a degree equivalent to HNC  
**Level 6** Equivalent to a uni degree



## Level 2 - Property Maintenance

LEARNING	DURATION	MINIMUM ENTRY REQUIREMENT
Day Release	24 Months	Level 2 Maths and English or GCSEs

### WHAT YOU WILL GET INVOLVED WITH

Painting, replacing carpet tiles, repairing and replacing pipes, cleaning air-conditioning units, repairing and installing doors, and carrying out internal and external repairs.

Career progression to...

## MAINTENANCE TECHNICIAN

Independently carrying out maintenance work as required by our clients



## Level 2 - Installation & Maintenance Electrician



LEARNING	DURATION	MINIMUM ENTRY REQUIREMENT
Day Release	24 Months	Level 2 Maths and English or GCSEs

### WHAT YOU WILL GET INVOLVED WITH

Helping with installing cables, checking electrical installations, finding faults, and carrying out repairs.

### MAINTENANCE TECHNICIAN

Independently carrying out maintenance work as required by our clients.

Career progression to...



## Level 3 - Business Admin

## Level 3 - Finance Assistant

LEARNING	DURATION	MINIMUM ENTRY REQUIREMENT
Online or Learning Day at College	24 Months	Level 2 Maths and English or GCSEs

### WHAT YOU WILL GET INVOLVED WITH

Helping in the office, greeting visitors, ordering office materials, booking travel and accommodation, and replying to emails.

Career progression to...

### VARIOUS ADMIN ROLES

There are many administration roles throughout VINCI Facilities in a wide variety of areas including Finance, Office Management, Commercial and Operations.



## Level 3 - Building Services, Engineering Service & Maintenance Engineer



LEARNING	DURATION	MINIMUM ENTRY REQUIREMENT
Day Release	48 Months	Level 2 Maths and English or GCSEs

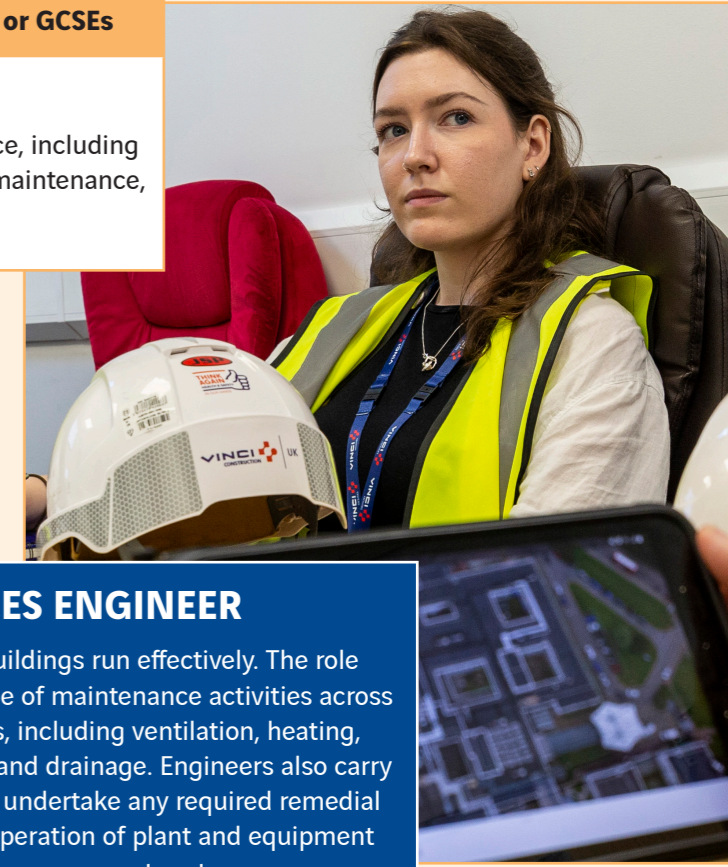
### WHAT YOU WILL GET INVOLVED WITH

Learning a range of trade skills to support building maintenance, including boiler checks, recording air-conditioning temperatures, pump maintenance, and pipe installation.

Career progression to...

### BUILDING SERVICES ENGINEER

Building Services Engineers ensure buildings run effectively. The role involves planning and completing a range of maintenance activities across commercial building services systems, including ventilation, heating, water supply, waste (effluent discharge) and drainage. Engineers also carry out planned preventative maintenance, undertake any required remedial repairs, and monitor and manage the operation of plant and equipment through building and energy management systems.



Hear what our apprentices have to say...



Scan the QR code to watch



## Level 3 - Safety, Health & Environment



LEARNING	DURATION	MINIMUM ENTRY REQUIREMENT
Day Release/ Online	24 Months	Level 2 Maths and English

### WHAT YOU WILL GET INVOLVED WITH

Promoting health & safety across our sites and contracts, support working groups to deliver health, safety and environmental innovation and share best practice. Support health and wellbeing initiatives, campaigns and competition across the business. Administration of computer and database systems, including maintenance of records and preparation of documents for issue.

### HEALTH AND SAFETY ADVISOR

Promote a positive safety culture, ensuring construction projects comply with legislation and industry standards. You will support the preparation of health and safety documentation, including risk assessments. A significant proportion of your time will be spent on site identifying potential risks and promoting best practice, helping to change the way people think and work to prevent accidents.

Career progression to...



## Level 4 - Data Analyst

LEARNING	DURATION	MINIMUM ENTRY REQUIREMENT
Day Release	24 Months	A Levels

### WHAT YOU WILL GET INVOLVED WITH

Supporting the use of digital and reporting tools across our contracts to enhance business operations and help delivery teams and clients understand how each contract is performing.

Career progression to...

### DATA ANALYST

Design, develop and support digital, tools-based solutions, capture and analyse business requirements, and produce low-code forms and reports for the business. Manage tools to ensure data quality is accurate.



## Level 4 or 6 - Quantity Surveyor



LEARNING	DURATION	QUALIFICATIONS	MINIMUM ENTRY REQUIREMENT
Learning Day at University	60 Months	BSc Quantity Surveyor + Professional Membership Accreditation for RICS (Royal Institute of Chartered Surveyors)	A Levels

### WHAT YOU WILL GET INVOLVED WITH

Assisting with the procurement of materials, cost control and subcontractor administration, as well as supporting payment processes.

### QUANTITY SURVEYOR

Quantity surveyors help manage the money side of construction projects. You will usually be based in a site office, with regular visits to site to take measurements and work out the quantities of materials required. You will help agree prices and set up contracts with subcontractors, such as bricklayers, groundworkers and mechanical engineering companies. Strong maths skills and a knowledge of contract law are useful.



Career progression to...

### Georgina Miller - Quantity Surveyor

## CASE STUDY

*I started my apprenticeship as a Quantity Surveyor with VINCI Facilities in October 2021. Since then, I have had the opportunity to get involved in a wide range of tasks, including preparing cost estimates, visiting sites and measuring works. The core skills of my role are problem-solving, collaboration, attention to detail and numeracy, all of which interest and motivate me. The days I spend on site, seeing my projects come to life, are fast-paced and hands-on. These are my favourite days, as I get to see how everything I have worked on in the office is translated into real buildings and spaces. There are less exciting parts too, such as paperwork or going back through drawings to double-check measurements, but even these have helped me learn how important accuracy and organisation are for a Quantity Surveyor.*

*Looking ahead, I hope to complete my degree qualifications in 2027 and become a fully qualified Quantity Surveyor, before progressing towards professional chartered status with RICS. I'm excited to take on more responsibility, manage my own projects, and continue building my career in the construction industry.*

### A real apprentice story

*"Working at Queen Elizabeth Hospital has been fantastic. The support helped me earn a promotion in my first year, and completing my Gold Duke of Edinburgh Award made me even more confident."*

— Aaron Pitts, Assistant Quantity Surveyor

## Level 4 or 6 - Construction Site Supervisor



LEARNING	DURATION	QUALIFICATIONS	MINIMUM ENTRY REQUIREMENT
Day or Block Release at University	60 Months	BSc Construction Management + Professional Membership with CIOB (Chartered Institute of Building)	A Levels, Level 3 or T Levels

### WHAT YOU WILL GET INVOLVED WITH

Supervise specialist contractors and site operatives on live construction and maintenance projects, monitor and enforce health and safety standards on site, record, control, and report on project progress and site activities, assist in planning work schedules and coordinating deliveries.



Career progression to...

### SITE SUPERVISOR/MANAGER

As a **Site Supervisor** you will supervise the efficient and effective running of our operational activities, meeting all safety, environment and quality obligations. The role includes working with the client, carrying out site supervision and ensuring works are completed to specification. A **Site Manager** is responsible for managing an individual or series of projects (dependent upon size or complexity) in respect to the construction of a project. They will ensure that all works are managed and coordinated to deliver on safety, quality and environmental objectives.

## CASE STUDY

### Jessica Hayman - Site Supervisor

“Starting my site management apprenticeship with VINCI three and a half years ago has been an exciting way to step straight into construction while continuing to learn. When I joined, I got to meet the team, understand how a live site works, and learn the safety essentials that keep everyone protected.

Since then, I've been involved in loads of different projects—helping plan daily tasks, checking progress on site, and seeing huge structures come to life from the ground up.

The best parts are definitely being out on site, solving problems and working with people who are experts in what they do. There are quieter days too, like completing paperwork or logging information, but even that helps keep the project running smoothly. What's made the biggest impact on me is realising how much responsibility you can take on, even as an apprentice, and how much trust the team puts in you. Looking ahead, I'm excited to keep growing my skills, take on bigger challenges, and work towards becoming a fully qualified Site Manager.



# Register your interest

Scan the QR code to register your interest



## Journey to your success

- Scan the QR code to register your interest
- You can check current vacancies on our website
- Interviews may be online but our preference is always face to face
- We will support you with your college/university enrolment
- Start your apprenticeship journey



EARLY CAREERS  
Create Your Next Move



# VINCI Facilities



VISIT

[www.vincifacilities.com](http://www.vincifacilities.com)

for more information