

ENGINEERING T AND NT CONSULTANTS

Employer Branding

Mott MacDonald

(manager) crossing the finish line



'Agenda'

- Challenges
- Social media
- Candidate experience
- Summary

Challenges

- Candidate driven market
- UK/Engineering centric EB
- Market misconceptions
- Late to the party (2 years!)
- Limited differentials (Arup/Atkins/AECOM)

(Graduate Engineer) presenting at the UK Graduate weekend

Understanding brand

- Internal culture workshops
- Off the shelf research
- Bespoke research
- Employee profiles



JOIN THE NEXT GENERATION OF HYDROPOWER CONSULTANTS



Senior hydro



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Amy finishing a 5k Saturday morning parkrun at Eastleigh parkrun course



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United Kingdom / Support services / HR systems and projects advisor

Amy White

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Why did you choose to join Mott MacDonald?

I started working with Mott MacDonald as a temporary member of staff through an agency. I liked the team I worked with and enjoyed the work I was doing, so when there was an opportunity to apply for the role as a permanent employee I jumped at it.

What is the best thing about your role?

I've had the opportunity to work in a number of roles over the years. My current role offers me variety (no two days are the same) and the opportunity to work with people within different areas of the business. Currently I'm working on a number of internal cross department projects which enables me to share my HR knowledge and gain knowledge of other parts of the organisation, working together to achieve a common objective.

How would you describe the culture of Mott MacDonald?

It's a culture based on dedication and performance. Mott MacDonald employees strive to be the best at what they do and they work hard to deliver the highest standard of quality.

How many years have you worked for Mott MacDonald, and what has been your proudest achievement to date?

I have worked with Mott MacDonald since early 2005 so I am coming up to my nine year anniversary. Over those nine years Mott MacDonald has given me the opportunity to develop myself personally and in my career. My proudest moment was in November this year when I graduated from the Southampton Solent University with a Post Graduate Diploma in Personnel & Development, something which I couldn't have done without the support of Mott MacDonald.

What has been your favourite Mott MacDonald social event?

Mott MacDonald has a number of very active sport and social committees. The Committee that organises the events in the Southampton office put on a variety of social activities throughout the year including theatre trips, race days, family outings, quizzes and Christmas shopping trips to name but a few; however, the favourite event is the annual pub rally where teams of Mott MacDonald staff dress up in themed outfits and run around town to a number of drinking establishments answering questions, solving puzzles and trying to work out where their final destination is for a hearty meal to soak up the drink!

What is your hidden talent?

I can hula hoop and in October 2011 I was a member of a hoop troop who hula hooped our way round the streets of Salisbury as an act in the Salisbury Carnival procession.

Login or register



Search vacancies



Amy with colleagues from the Southampton office on a Pub rally



Mott MacDonald employees strive to be the best at what they do

I've thoroughly enjoyed the challenging role and stretching projects we've been involved in over 10 nations and 4 continents

Mark Gill,
Principal hydro engineer

What you need

- Professional network and expertise in hydropower sector
- Big on consultation
- Flexibility and adaptability
- Passionate about the future of hydropower
- Committed to adding value



WORKING ON

WOULD YOU LIKE

Careers / Experienced Profile

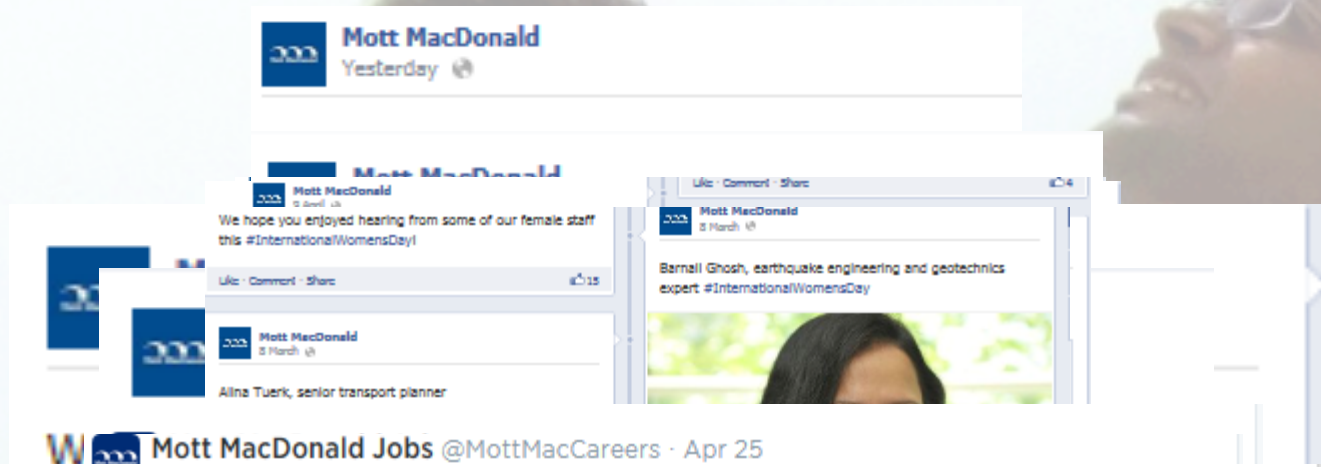
Vikki - Senior resourcing advisor

Why did you decide to join Mott MacDonald? After many years working for recruitment consultancies and recruiting for a range of companies, ...

Careers / Experienced / Profile

Mott MacDonald - Graduate engineer

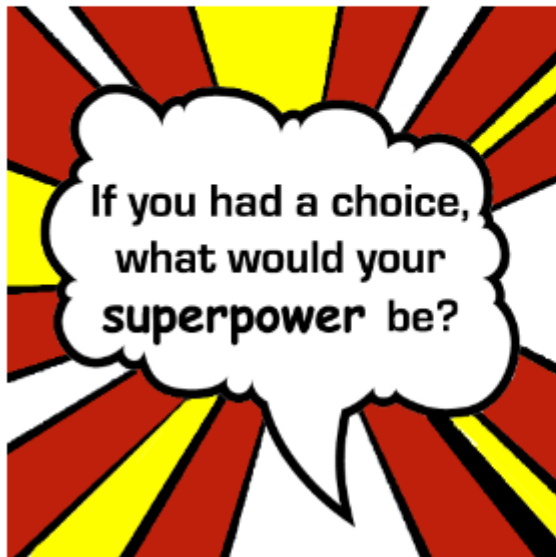
Why did you decide to join Mott MacDonald? I joined Mott MacDonald in 2012 straight out of Imperial College London, where I did my dissertation...



W  **Mott MacDonald Jobs** @MottMacCareers · Apr 25

Delete

Mott MacDonald We've asked a number of our people what they wished they could have as a superpower. Some of the answers included teleportation and travelling at the speed of light! What's yours?



← ↻ 1 ★ 1 ⋮

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"I needed a role which would challenge me and encourage learning and development -

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15 1

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Mott MacDonald

8 March '18

event

Social Media

- Big 3/4/5/6....
 - Adjust focus
 - Give reason to follow
- Understand developments i.e. Twitter search filter
- Employer social media (Glassdoor/Job crowd)



Candidate experience/Social media

- Embed as part of process
 - Queries
 - Applications
 - Access (signatures etc)
 - On boarding (considered for phase 2)
 - Business champions

Candidate experience



Hints and Tips for a Successful Application

We understand that feedback on your application can be helpful, unfortunately due to the volume of applications we receive we are not able to give bespoke feedback on individual submissions. However, this flyer provides some general guidance on how to enhance your application to ensure you give yourself the best chance of securing the right position.

- Thoroughly read the job description, and ensure you meet the requirements of the role before applying. Consider whether you meet the “Essential Criteria” or “Desirable Criteria” of any role before applying. Successful candidates will meet most or all of the Criteria outlined in the job posting
- Include a covering letter which outlines how your experience matches the job criteria, and illustrate your interest in Mott MacDonald. Researching the Mott MacDonald website is a great place to start: www.mottmac.com
- Your CV should reflect how you meet the essential criteria for the role so that the reviewer is in no doubt

(manager) crossing the finish line

Candidate experience 5 star interview (selection)

- Make it simple for the candidate
 - Arrange travel etc
- Be clear of process from the start
- Ensure selection process is challenging and has face validity
- Remember to sell

(Graduate Engineer) presenting at the UK Graduate weekend

Candidate experience feedback

- Ask for feedback
- 3 stages
- Develop systems/influence
- Gather data (SM/Interview/comparison)
- Turn into content (SM)

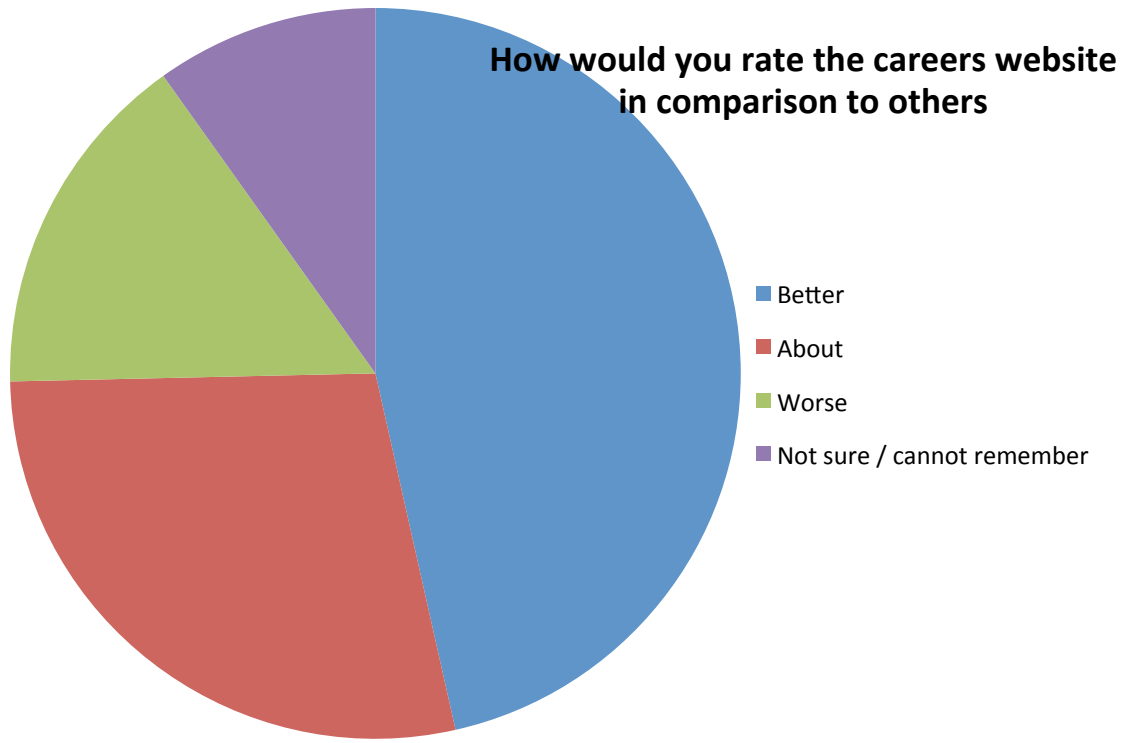
- Dashboard
- Saved Reports
- Visitors
- Traffic Sources
- Content

Dashboard

Apr 1, 2007 - Apr 30, 2007



- Follow
- Cand

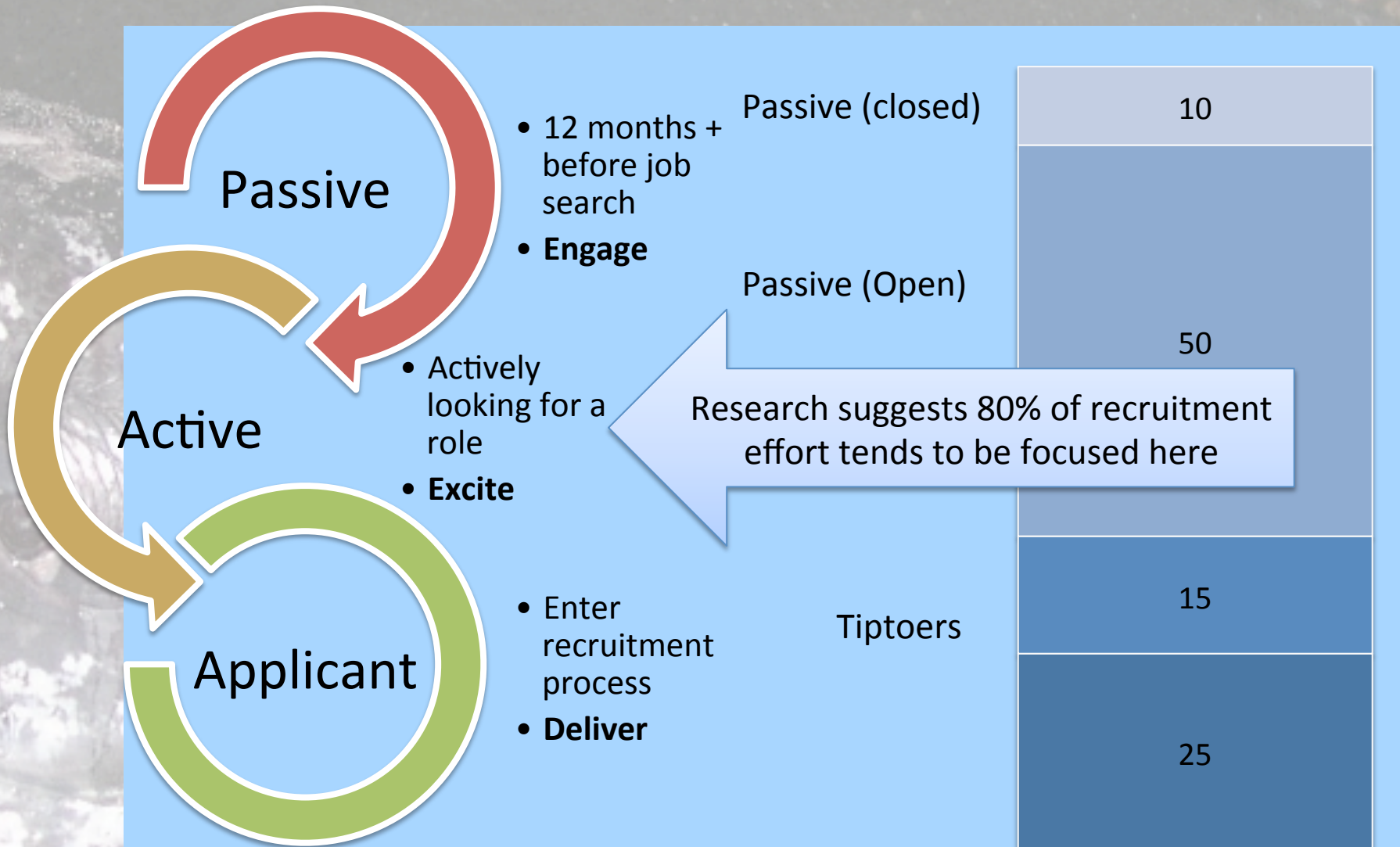


709 Goal Conversions

[view report](#)

[view report](#)

Candidate experience



QUESTIONS and (hopefully) answers

at the 2013 company sports day

