We support the pursuit of your career goals.

As the world’s trusted infrastructure consulting firm with a team of nearly 50,000 planners, designers, engineers, scientists, program and construction managers, and other professionals, there are many opportunities for you to make a positive and tangible impact. From learning and development to leadership programs that advance your career and the ability to collaborate with a global network of experts, we support the pursuit of your passions and the chance to make your mark.

Whether you are just starting out in your career or have more professional experience—you have opportunities to excel at all levels. No matter which path you explore, you will help advance the strategic priorities that matter most to our business including delivering Sustainable Legacies and digital solutions for our clients and building a diverse and inclusive culture.

With the support and partnership of your managers and mentors, you can create the career path that best fits your unique capabilities, interests, and aspirations.
**Our career philosophy is how we approach career development at AECOM.**

This is a place for the intellectually curious—those with an innovative mindset, an entrepreneurial spirit, and a desire to get things done. We believe that building knowledge, sharing ideas, and teaching others are essential to career growth. Personal and professional development is a life-long pursuit.

Our core values unite us as professionals and help us create a safe and respectful work environment where everyone can thrive. You are empowered to bring your unique talents, background and expertise to bear on some of the world's most complex challenges through any career path here.

Our career philosophy helps guide informed decisions about your path forward.

---

**Build depth and breadth.** Early in your career, you will focus on building depth in core skills and forming the foundation of your subject matter expertise. As your capabilities build, gaining a diverse mix of experiences in different career paths, disciplines, business lines, clients, or locations will help you identify the path you’d like to focus on.

**Four career paths, one journey.** At AECOM, there are four main career paths to explore: Technical Excellence, Growth and Client Management, Project & Program Management, and Business Area Leadership. Your unique career journey can cross paths at different points depending on what inspires you.

**Move up and across.** Career growth won’t always follow a straight line. Promotions are not the only way to think about development. Career growth can involve gaining a variety of experiences and exposure—so stay open-minded and say “yes” when new opportunities present themselves.

**We care about your performance, potential and impact.** We expect everyone to aim for high-impact, challenging goals that advance our strategy and deliver for our clients, but how you get your work done and your impact on others is important too. Consider how you demonstrate our core values and where you need to develop leadership capabilities to grow. We also care about your future potential—your commitment to AECOM, your capability, and your personal aspiration to grow and progress.

**You’re in the driver’s seat.** Resources, managers, and mentors are there to provide constructive feedback and support you along the way, but you define what you want your career to be. We encourage you to continue learning, collaborating, innovating, networking, and seeking feedback and advice to shape your career.
Your exploration starts here.

Technical Excellence career path

As a leading technical consulting organization, we find many people’s career journeys begin as an early professional with technical qualifications in a specialist area. As you progress and get exposure to other areas, such as project management, client account management, or operations, your experience may lead you to explore opportunities along those paths.

Others may want to continue down the technical career path. People who progress within this path are typically less focused on leading and managing people and more focused on leading our technical expertise. A future role could include practice leadership for a certain discipline. Those who reach the highest standards of Technical Excellence may be awarded an AECOM Fellowship, which recognizes thought leaders in our industry who make significant contributions to our company, clients, and communities.

Technical roles encompass our core design and consulting services, including architecture; planning; environmental/ESG consulting; civil, mechanical, electrical, and chemical engineering; geotechnical surveying; asset management; process design; and much more.
Growth and Client Management
career path

People on the growth and client management career path are responsible for building and maintaining strong relationships with our clients and developing new business opportunities.

There are several routes to enter this career path. For example, you may have started as a technical professional who built a great relationship with a key client over time and now want to focus on growing our business, or you could have gained significant project experience in a market sector and have expertise that you want to build upon. You may begin to apply your skills and knowledge across multiple geographies or markets.

For those who continue along this career path, future roles can involve market sector leadership, client account management, and business development leadership.
Project and Program Management career path

People following this career path are accountable for planning, executing and overseeing project and program activities on behalf of our clients.

**Project managers** play a crucial role in the success of a project by managing its lifecycle from start to finish. Typically, people on this career path begin their career journey in a technical area like engineering and become more involved in project delivery. Alternatively, they may start their career as a project coordinator or assistant project manager or could be focused on a specialized aspect of project management, such as scheduling or cost management. People who progress along this path take on increasingly larger and more complex projects over time. Future roles along this path could include becoming a project director or program director.

**Program managers** are responsible for coordinating delivery across a typically large-scale and complex portfolio of projects to achieve strategic business objectives, focusing on stakeholder management, program governance, benefits and risk management. Typically, people on this career path start in a technical design or engineering role or in a project management role. Alternately, they may have management consulting experience or expertise from other fields. People who take on this career path have built a core foundation of skills and experiences over several years in a related career path first. For those who continue on the program management career path, future roles could include program director or program executive.
Business Area Leadership career path

People on this career path are responsible for leading our business and workforce. Examples include leading a geography or business line; operations roles; or overseeing a functional area, such as finance, legal, or HR. Generally, people on this career path have taken on several roles, often outside of their immediate area of expertise, enabling them to have a well-rounded set of leadership skills. They have strong business acumen, build high-performing teams, and inspire others to follow them.

Like our other career paths, they may have started as a technical professional in a certain field before beginning to lead small teams and run projects. Over time, their aptitude and desire to lead teams created opportunities to lead larger teams and bigger parts of the business. For those who progress further along this career path, roles include business operations, business line leadership, and geography leadership.
Career Journeys
Visit our blog to explore the career journeys of AECOM employees.

Explore career journeys

To learn more about our career paths and philosophy, visit our Career pages on aecom.com.

Learn more about CareerPaths