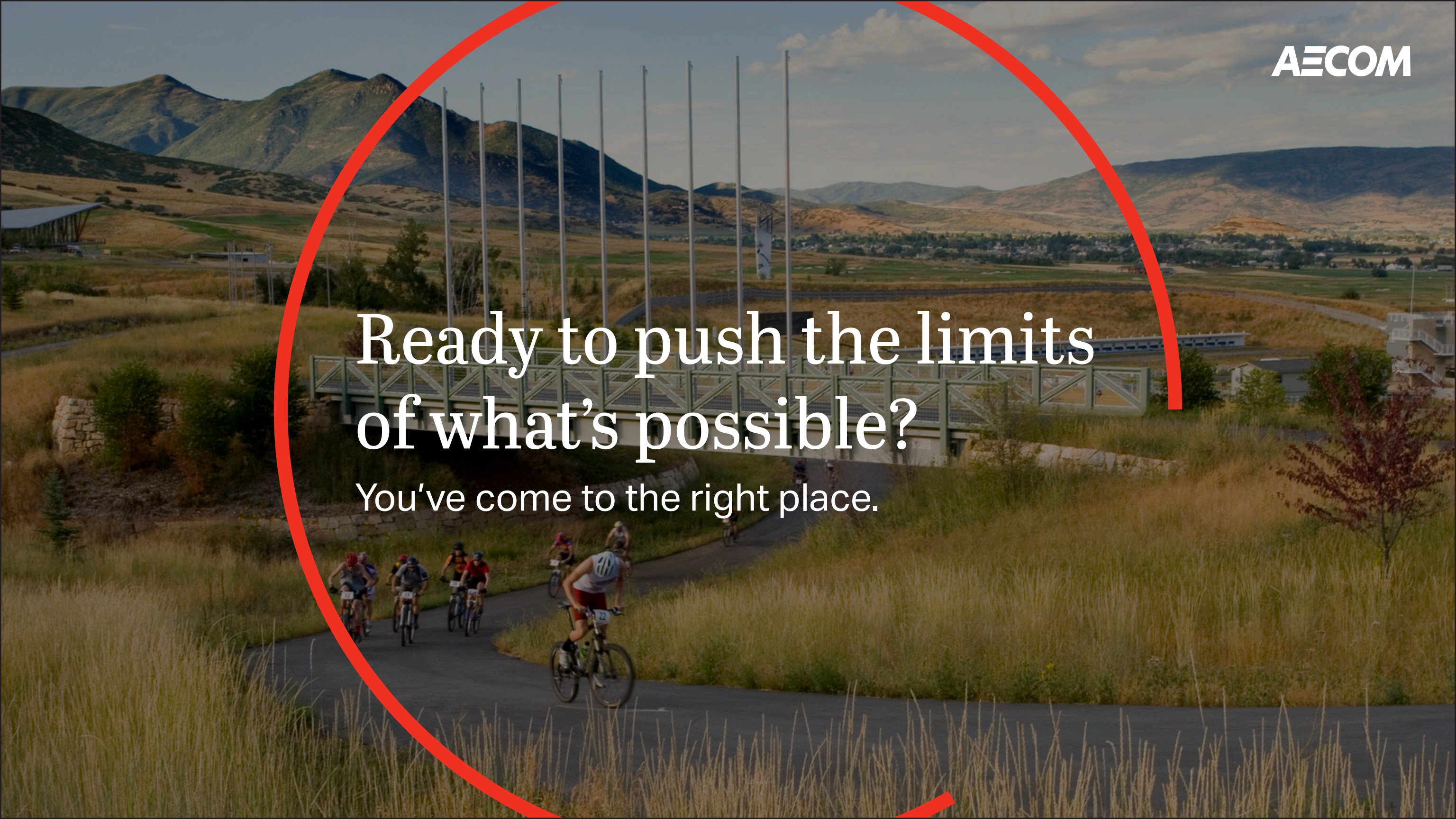


# Ready to push the limits of what's possible?

You've come to the right place.



# At AECOM, we're delivering a better world.

Whether it's improving the commute, keeping the lights on, providing access to clean water or transforming skylines, we believe infrastructure has the power to uplift communities and improve people's lives.

Bringing together the best people, ideas, technical expertise and digital solutions, we partner with our clients to turn their ambitions into action, changing the world for the better.

We're proud to be recognized for our leadership, including our No. 1 ranking by *Fortune* as the World's Most Admired Company in our industry for two years in a row.

Join us and you'll become a part of a global team of nearly 50,000 planners, designers, engineers, scientists, program and construction managers and other professionals, adding your technical expertise, passion and drive to deliver projects that create positive and tangible impact around the world.

# Work with us. Change the world.

Help lead the change toward a sustainable future.

## Purpose and Impact

### Creating Sustainable Legacies

We believe infrastructure has the power to uplift communities and improve people's lives. That's what drives us to deliver every day.

Through our Sustainable Legacies strategy, we are working to achieve net-zero emissions, embed sustainability and resilience in every aspect of our work, improve social outcomes and enhance our governance.

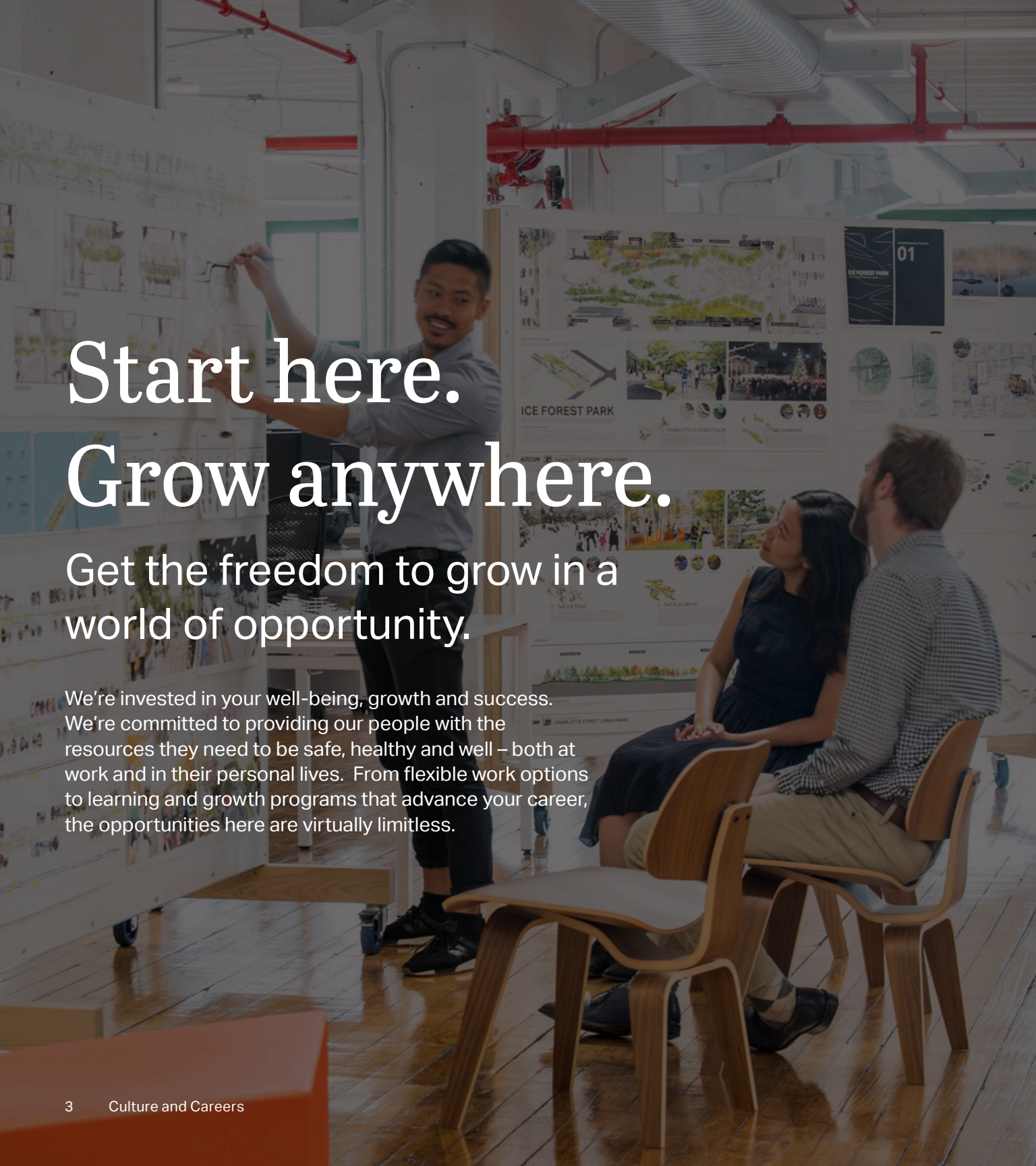
Join us and together we'll partner with our clients to leave a positive, lasting impact for communities and our planet.

[Read more about our Sustainable Legacies strategy >](#)

### Being good humans

Through pro-bono work, skills-based volunteering, philanthropy and strategic nonprofit partnerships with organizations like Engineers Without Borders and Water For People, our Blueprint for a Better World corporate responsibility platform focuses on delivering access to safe and secure infrastructure to those who need it most, creates opportunity for the leaders of tomorrow and works toward protecting our planet so that our company can fulfill its purpose to deliver a better world.





# Start here. Grow anywhere.

Get the freedom to grow in a world of opportunity.

We're invested in your well-being, growth and success. We're committed to providing our people with the resources they need to be safe, healthy and well – both at work and in their personal lives. From flexible work options to learning and growth programs that advance your career, the opportunities here are virtually limitless.

## Culture and Careers

### What we stand for

Our shared vision for the future is a world where infrastructure creates opportunity for everyone. Our core values unite us as professionals, align us with the ambitions we share with our clients and define how we work.

Bring your unique background, technical skills and expertise to collaborate with a global network of experts working on projects that will transform communities and shape the future.

### Our values

To be in the best position to succeed here, our core values are yours, too.

#### Safeguard

We operate ethically and with integrity, while prioritizing safety and security in all that we do.

#### Innovate

We think without limits and embrace new ideas, shaping digital solutions to help clients address current and future challenges.

#### Collaborate

We connect unrivaled expertise from around the world to anticipate and solve our clients' most pressing challenges.

#### Deliver

We grow our business through relentless client focus, operational excellence and exceptional project execution.

#### Sustain

We take action to make a positive impact on the planet, enrich the communities we touch and build legacies for future generations.

#### Thrive

We build diverse teams, create an inclusive workplace and provide opportunities where each one of our people can reach their full potential.



## When we're free to be ourselves, we thrive

We are committed to advancing equity, diversity and inclusion (ED&I) within AECOM and our industry. The environment at work is safe and respectful, where each employee is empowered to bring their unique talents, backgrounds and expertise to bear on some of the world's most complex challenges and where everyone can thrive both personally and professionally.

We're focused on four key areas:



### Building Diverse Talent

We're building a workforce reflective of the communities we serve through inclusive recruitment efforts, holding leaders accountable for our commitments and partnering with nonprofit organizations and universities to build a diverse talent pipeline for the future.



### Enriching Communities

We're supporting communities through pro-bono work, volunteerism, philanthropy and strategic partnerships.



### Expanding Understanding

We're encouraging respect and empathy among employees through employee resource groups, ED&I events and celebrations, unconscious bias training and family-friendly benefit policies.



### Thinking Without Limits

We're prioritizing social equity and impact in every project we pursue and the innovative solutions we deliver.



## AECOM Voices

Our employee resources groups ensure that diverse voices are represented and heard and provide opportunities for networking, career development and community outreach.

“

*I'm passionate about the Women's Leadership Alliance and employee resource groups generally because not only do they help foster community and caring, they clearly demonstrate AECOM's commitment to equity, diversity and inclusion.*”

### Wendy Lau

Risk Management Sr. Manager

U.S. West Region

President, Women's Leadership Alliance



BeBOLD – Black Employees Bridge to Opportunity, Leadership and Development



Ethnic Diversity Network – Europe



JUNTOS – Justice, Unity, Networking, Togetherness, Opportunity, Support



MOSAIC – Magnifying opportunities, Overcoming challenges, Supporting one another, Amplifying API voices, Increasing visibility, Creating awareness



Pride – Americas, Europe and Australia & New Zealand



Women's Leadership Alliance – Americas

## Freedom to Grow

We offer flexible, hybrid work options for all employees through our Freedom to Grow philosophy, which supports employees in finding balance and flexibility they need to do their best, deliver for clients and bring their whole selves to work.

The guiding rule is that if an arrangement works for the employee, manager, the team and, most importantly, the client, it works for AECOM. Employees and managers are encouraged to work together to determine work schedules and locations that prioritize client needs and team collaboration while supporting individual needs.

Our Freedom to Grow program goes far beyond just when and where you work. We consider your holistic experience, encouraging flexibility and respecting diversity in work, communication and thinking styles – basically, what makes you, you.

“

*Freedom To Grow gives me the flexibility I need to juggle two jobs that are very important to me: one is being a talent management consultant and the other is being a mum.* ”

**Jo Cavedon-Taylor**  
Human Resources, Europe



## Designing the future of work

During the pandemic, our teams came together, even while we were forced apart, to support each other and continue to deliver for our clients. We learned a new way of working is possible. Our flexible work arrangements give you more flexibility in where and how you work, supporting the work-life balance you desire.

We are also designing new workspaces and office layouts that ensure your health and safety and support various types of work styles and needs, team collaboration and social events. We continue to enhance our technical infrastructure and digital delivery capabilities, enabling access to knowledge and resources and connecting you with anyone from anywhere.

## Helping you and your family thrive

We're invested in your well-being, growth and success. We're committed to providing our people with the resources they need to be safe, healthy and well – both at work and in their personal lives. Our global well-being program helps you take care of your emotional, financial, social, intellectual and physical health and provides resources to support our planet. You can take part in virtual fitness classes, online meditations and financial wellness webinars, as well as connect and share stories in our global well-being community.



## Building rewarding careers

We're 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, learning new skills and refining existing ones are essential to career growth and development and a life-long process.

No matter where you are on your career journey, there is a world of opportunity for you here and you're in the driver's seat. With the support of your managers and mentors along the way, you can create the career path that best fits your unique capabilities and interests.

Our AECOM University platform features personalized learning experiences for critical skill-building, supports our technical professionals through certification and continued education and connects people to build knowledge and share ideas.

Beyond building technical expertise, we also offer a full range of professional development programs that deliver coaching and skill building at every level. From career-launching internships and fellowships for students and new graduates, to practical tools and resources that support our people managers, to project assignments that increase your global experience, to executive coaching and leadership development, we are invested in your success.



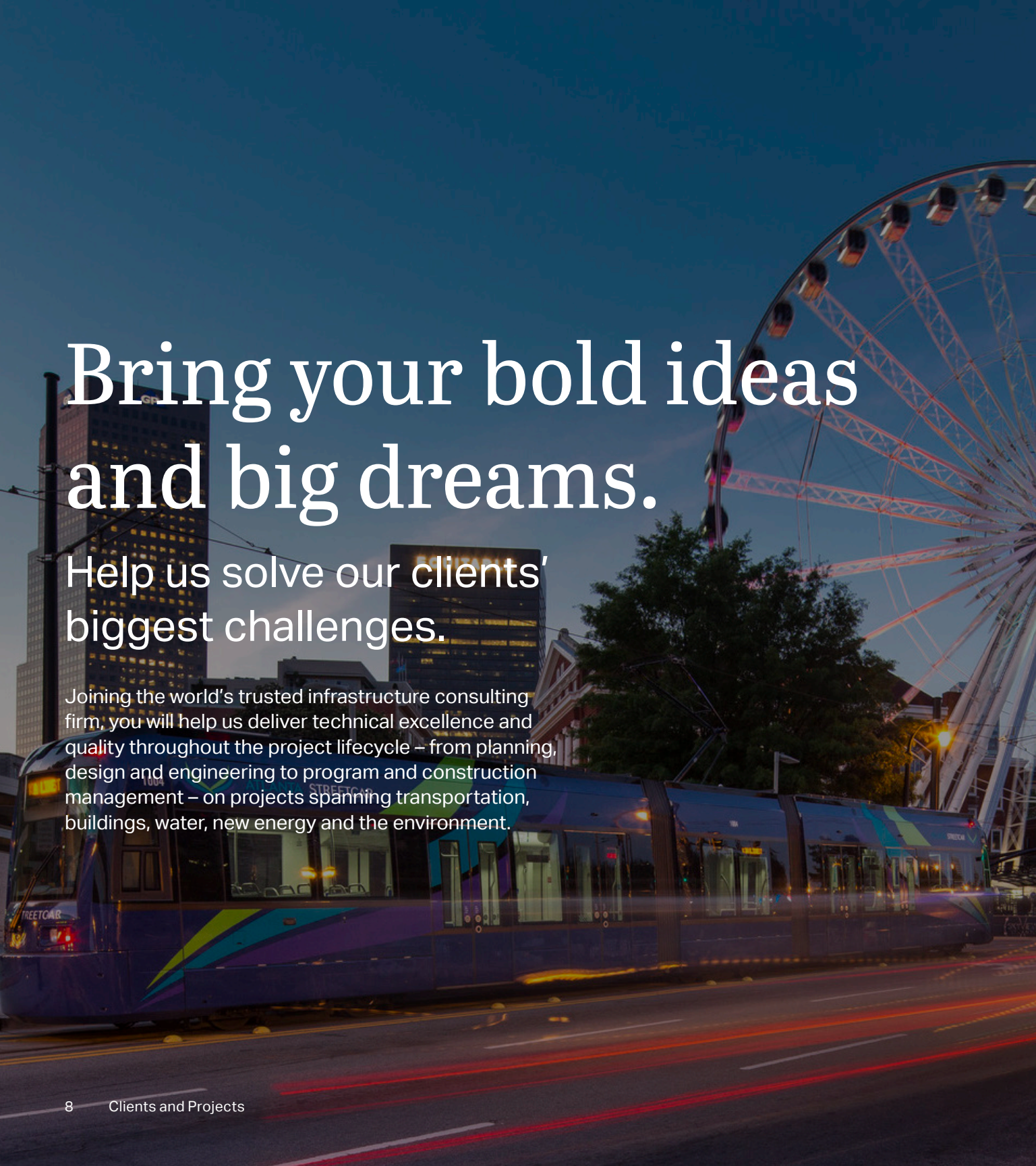
## Inspiring leadership at all levels

We believe that each person can make a positive, lasting impact on the projects they work on, the teams and committees they join and in the communities they serve. We empower and inspire leadership at all levels through professional development programs, coaching, mentorship and networking.

Fundamental to our culture of trust, accountability, growth, inclusivity and innovation, our leaders and people managers are accountable to a high standard of excellence. They are inclusive and focused on developing their people, leading projects and teams with integrity and poise, anticipating their clients' needs, envisioning the future and motivating their teams to advance toward our goals.







# Bring your bold ideas and big dreams.

Help us solve our clients'  
biggest challenges.

Joining the world's trusted infrastructure consulting firm, you will help us deliver technical excellence and quality throughout the project lifecycle – from planning, design and engineering to program and construction management – on projects spanning transportation, buildings, water, new energy and the environment.

## Clients and Projects

### Building legacies

Partnering with our clients, we are pushing the boundaries of what's possible—leveraging innovation, digital technology and the passion of our teams to deliver the world's most technically-challenging projects, more efficiently and more sustainably.

[See more of our work >](#)

### Delivering excellence

Whether it's designing North America's longest cable-stayed bridge to connect countries and communities or relocating Hong Kong's largest secondary wastewater treatment plant to unlock land in one of the world's most densely populated centers, the impact of our commitment to technical excellence and quality is transforming our industry, instilling pride in our people and delivering a better world.

Our teams connect and collaborate across regions and business lines to be part of something bigger. Our Technical Practice Network (TPN) is a thriving global community of technical practice experts where knowledge is shared, skills are developed, careers are grown and innovative, sustainable and resilient project outcomes are born. From data science to remediation, emerging contaminants to next generation transportation, our TPN is driving continuous improvement in project delivery.

### Innovation starts with you

The world is changing; our clients and communities are demanding fresh thinking and new solutions to their challenges. Intelligent automation and artificial intelligence, more efficient data management and insights and innovative digital approaches to project delivery are driving productivity gains, accelerating progress towards sustainability and net-zero goals and re-shaping our industry.

Our teams are at the forefront of this transformation. As a part of AECOM's sphere of innovation, Digital AECOM is an expanding ecosystem of tools, systems and processes — and a team of over 2,000 digital practitioners who understand both the urgency of the challenges facing the infrastructure industry and our responsibility to respond in an impactful and enduring way.

How we innovate underpins our future growth and success. We're creating an environment where the best ideas are heard, developed by our global network, invested in and scaled to solve our clients' challenges.

It all starts with you – what's your idea?

[Learn more about Digital AECOM >](#)

## WORK HIGHLIGHTS

### 1. Intuit Dome/LA Clippers Arena

We are currently serving as lead designer and construction manager of Intuit Dome, future home of the LA Clippers, an iconic new arena and event venue designed for optimal and intimate engagement of community and fans.

### 2. Edmonton Valley Line Light Rail Transit

Our AECOM-led Connected Transit Partnership continues its owner's engineer role on the Edmonton Valley Line Light Rail Transit West extension, which is expected to support post-pandemic economic recovery and provide the region with affordable public transit.

### 3. FEMA Flood Mapping

AECOM was awarded a contract from FEMA to provide architectural and engineering services for various projects as part of FEMA's larger-scale efforts.

### 4. COVID-19 Wastewater Testing

We've partnered with Bergen County Utilities Authority (BCUA) and Columbia University to monitor COVID-19 ribonucleic acid (RNA) in wastewater in the BCUA sewer shed, wastewater testing being a leading indication of infection rates when trends of COVID-19 RNA are monitored over time.

### 5. New Jersey Wind Port

We are managing the construction of the New Jersey Wind Port, the first purpose-built offshore wind project in the U.S. that will serve the unique staging, manufacturing and assembly needs of future offshore wind projects on the East Coast.

### 6. East Side Access

AECOM is providing structural engineering and architectural design for the new Long Island Rail Road terminal within Grand Central Terminal, the largest construction project ever undertaken by the Metropolitan Transportation Authority that will increase rail capacity into Manhattan by nearly 50%.

### 7. Transport for London

AECOM has secured over 30 Lots of the Transport for London (TfL) Engineering Consultancy Framework (ECF), expanding its range of services to support maintenance, improvements and upgrades to London infrastructure.

### 8. NEOM

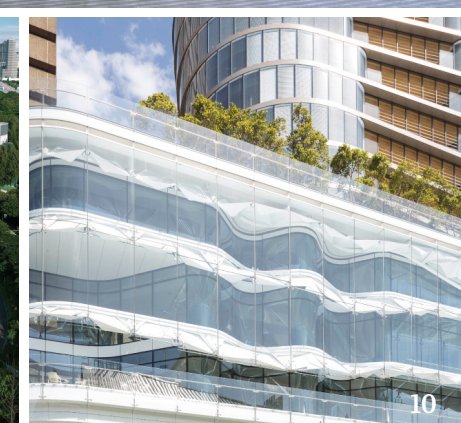
AECOM is program manager for NEOM, a new model for urbanization and sustainability located in the northwest region of Saudi Arabia. Its scope includes leading the design transport and utilities backbone infrastructure as well as environmental and geotechnical support.

### 9. Keppel Marina Desalination

The Keppel Marina East Desalination Plant (KMEDP) is an innovative large-scale desalination facility and is the world's first dual-mode desalination plant, built with the ability to treat both freshwater and sea water depending on weather conditions.

### 10. University of Technology Sydney

AECOM provided structural and civil engineering services on faculty and student space at the University's city campus.



A man in a black shirt is seen from behind, looking out at a city skyline across a body of water. The skyline features several tall buildings, including a prominent one with a pointed top. The water is calm, and a small boat is visible in the distance. The overall scene is bright and clear, suggesting a sunny day.

Shared growth.  
Shared success.

## Compensation and Benefits

With infrastructure investment accelerating worldwide, our services are in great demand, and there's never been a better time to be at AECOM!

Join us and you'll get all the benefits of being a part of a global, publicly traded firm – access to industry-leading technology and thinking, transformational work with big impact and work flexibility.

AECOM provides a wide array of compensation and benefits programs to meet the diverse needs of our employees and their families. We also provide a robust global well-being program.

We're the world's most trusted global infrastructure firm, and we're in this together – your growth and success is ours too.

# Strength and recognition

Throughout the year, we were recognized for our leadership and received numerous industry awards that reflect our continued commitment to excellence.

**ENR**  
Engineering News-Record

Source: 2021 ENR Rankings,  
reflecting global revenue

A leader in key markets helping our clients deliver their most challenging projects

#1

Environmental Engineering Firm  
Environmental Science Firm  
Transportation  
Facilities  
Airports  
Bridges  
Dams and Reservoirs  
Education  
Health Care  
Water Treatment Lines and Aqueducts

#2

Green Design Firm  
Water Supply  
Hazardous Waste  
Chemical Remediation  
Site Assessment and Compliance

#3

Marine and Ports  
Sewer and Waste  
Water Treatment  
Clean Air Compliance

#5

Green Contractor  
Program Management



Recognized eight years in a row and ranked No. 1 in our industry



Recognized for our commitment to integrity and making a positive impact



Received a perfect score for five years in a row on the Human Rights Campaign Foundation's Corporate Equality Index



2021 Military Friendly® Company  
2021 Military Friendly® Top 10 Supplier Diversity Program (#2 in the U.S.)  
2021 Military Friendly® Employer  
2021 Military Friendly® Brand

**AECOM** Delivering a  
better world

 [aecom.com/careers](https://aecom.com/careers)