

LONGEVITY

PARTNERS

Graduate Programme

Your Pathway to a Sustainable Future





Launch your Career in Sustainability Consulting

Why sustainability matters in real estate?

The real estate sector plays a pivotal role in shaping a sustainable future, with buildings accounting for nearly 40% of global carbon emissions. As the world grapples with climate change, scarce resources, and evolving regulations, the demand for innovative, sustainable solutions in the built environment has never been greater.

Embracing sustainability in real estate not only mitigates environmental impact but also reduces operational costs, improves asset value and fosters healthier, more resilient communities. By driving the sustainability agenda, we're building not just structures, but a better future.

Why join the Longevity Partners Graduate Programmeme?

At Longevity, you'll be tackling key new policies, driving towards greener buildings, and shaping the future of the built environment.

Our Programmeme is designed to help you grow, collaborate with industry experts and make a real impact. We can't wait to see the fresh ideas and energy you bring to our mission towards a sustainable real estate industry.

With offices all around the world, we are looking forward to welcoming new graduate students in London, Munich, Paris, Amsterdam, Tokyo and Austin (Texas).

Longevity Partners Graduate Programme Summary

Dual Pathways

- Technical (Engineering/Data Analytics backgrounds)
- General (suits applicants from broader, non-technical backgrounds)

Two-year rotational Programme, offering exposure to 2-3 service lines per year.

The Programme will commence in September 2025, with the recruitment period between January and March 2025.

The Programme is open to applicants with either a Bachelor's or Master's degree. We seek graduates who have a strong interest in sustainability, energy efficiency, engineering and carbon management.

Competitive salary

Private healthcare

Opportunities for international project collaboration

Mentorship and training in sustainability and Net Zero strategies

Exposure to a wide range of service lines and real-world projects with clients across industries

Potential performance-based promotion to consultant

Opportunity for promotion to Consultant



Service Line Rotations

Dual Pathways: Technical and General

TECHNICAL:

- Designed for graduates with specialised skill sets or academic backgrounds (e.g., engineering, data analytics).
- Focuses on developing technical expertise and advanced knowledge in a specific discipline.
- Includes hands-on projects, certifications, and mentorship from technical experts within the business.

GENERAL:

- Suited for graduates with broader academic qualifications or career aspirations.
- Emphasises transferable skills such as project management, communication, leadership, and critical thinking.
- Offers rotational placements to provide exposure to various functions within the business.

Why we have chosen this approach

ALIGNMENT WITH BUSINESS NEEDS:

By offering two distinct pathways, we ensure that graduates are equipped with the relevant skills to meet both specialised and general business needs.

FLEXIBILITY IN TALENT DEVELOPMENT:

The dual approach allows us to attract diverse candidates and cater to varied career aspirations, enhancing our ability to build a well-rounded workforce.

The benefits to buffer services concept

- **Cross-Support Opportunities:** Graduates can explore areas outside their initial route, fostering collaboration and broadening their skillsets.
- **Resource Efficiency:** Shared services (e.g., training modules, mentorship Programmes, and onboarding processes) reduce duplication and enhance consistency across the Programme.
- **Adaptability:** Graduates who wish to transition between routes can do so with minimal disruption, ensuring they find the right fit for their long-term growth.

The strategic focus

- **Integrated Learning:** Combining technical expertise with general competencies creates well-rounded professionals ready for diverse challenges.
- **Enhanced Retention:** Offering tailored pathways while maintaining flexibility increases engagement and satisfaction among participants.



A young woman with dark hair, wearing a green cardigan and a necklace, is smiling and looking towards a man. The man, wearing glasses and a white shirt, is holding a laptop and looking at the screen. They are in a professional setting, possibly a conference or meeting, with blurred background lights.

High-performing graduates can fast-track their careers through our **Emerging Talent Programme**, which offers tailored mentorship and advanced training to accelerate their progression into leadership roles.

Continuous learning is informed on the latest sustainability trends. Our consultants also have access to industry conferences for networking and knowledge enhancement.

What you can expect from the Emerging Talent Programme

Promotion to Consultant after completing the Programme, based on performance

Clear path to Senior Consultant and leadership roles

The General Pathway has alignment with CEnv competencies

The Technical Pathway has alignment to CEng/PE learning criteria

Competitive compensation

Salary increase upon Programme completion

Performance-based bonuses

Comprehensive benefits

Health & Wellness: Medical coverage and wellness Programmes

Learning & Development: Access to certifications and professional growth



Beyond Work...

Whatever your passion, there are people at Longevity who share it.

Into sport? Want to try something new? How about a fundraising challenge, such as Longevity's annual participation in Cycle to MIPIM?

Making an impact on wider society is integral to who we are.



Longevity Partners is an independent multidisciplinary energy and sustainability consultancy founded in 2015 to support businesses worldwide in the transition to a low carbon economy.

We provide our clients with solutions to improve their competitiveness, grow revenues and better address the changing needs of their businesses. We value creativity and always strive to find innovative solutions to our clients' needs.

Our key areas of expertise are Strategy, Reporting, Building Certifications, Sustainable Assets (including sustainable design and building optimisation), Transaction Services, Climate Risk, Policy & Regulation, Data Services, Sustainable Finance, Nature-based Solutions, Social Value and Renewable Energy.

Ensuring the wellbeing and satisfaction of our expert team of sustainability consultants is essential to us, while also positively contributing to the broader community and global sustainability goals.

Our clients operate across global real estate, investment management, financial services, hospitality, logistics, data management and sustainability-focused sectors:





How to Apply

SUBMIT YOUR APPLICATION

Complete the online application form on our website.

Submit your CV and cover letter, detailing your passion for sustainability, through the online application portal.

INITIAL SCREENING

A brief phone interview with HR to assess your qualifications and fit for the Programme.

STEP 1: ASSESSMENT CENTER & INTERVIEW

Participate in a virtual interview or at an assessment centre.

Activities: Group exercises, case studies, and a presentation on sustainability challenges.

STEP 2: FINAL INTERVIEW

A final interview with senior management, including a personality test and a discussion of your vision for sustainability and your role in it.

STEP 3: OFFER

Successful candidates will receive an offer and start their journey with us.

KEY DATES AND DEADLINES (TIMELINE)

Programme Duration: 24-Month Rotational Programme

Recruitment Period: January - April 2025

Programme Start Date: September 2025

FAQs

What can I expect from the recruitment process?

The recruitment process includes submitting your CV and cover letter, followed by interviews with the hiring team. The process will assess your skills, passion for sustainability, and alignment with our core values. Please send the cover letter and CV to academy@longevity.co.uk.

What kind of projects will I work on?

You'll work on a variety of sustainability-focused projects, including Net Zero Carbon strategies, energy efficiency solutions, and carbon accounting for our clients across diverse industries.

Will I be working with clients from the start?

Yes, you'll gain hands-on experience with real-world client projects from the start of the Programme, allowing you to make an impact early in your career.

Will I have international opportunities?

While rotations do not currently include international moves, there may be opportunities to collaborate on global projects and work with teams across different offices.

How long will I be expected to work on each rotation?

Each rotation will typically cover 2-3 service lines per year, with year one potentially focused solely on certain service lines. The exact duration may vary based on Programme needs.

If I am not enjoying one rotation, can I switch to another rotation?

The Programme is structured, so switching rotations will not be possible. However, you will have exposure to all service lines throughout the Programme, ensuring a well-rounded experience.

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Get in Touch:

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Join us and help
make a difference
to sustainability
in the built
environment!

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