



Create
a legacy

Arcadis Romania Early Careers



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At the Arcadis Global Excellence Center in Romania, we advance our mission of improving quality of life by contributing to high-impact, future-ready projects around the world.

Based in Iași and Bucharest, our teams bring together close to 600 professionals who apply their expertise across buildings, infrastructure, water, environment, and digital. Working on global projects, they use advanced digital tools and innovative ways of working to help deliver resilient, sustainable solutions with real-world impact.

At Arcadis Romania, you'll find a collaborative environment designed to support personal growth, global exposure, and long-term careers where you can learn from dedicated specialists, expand your skillset, and help shape a better tomorrow for communities worldwide.



Arcadis Who We Are.

- 

We are more than
36,000+ people
- 

Across **30+**
countries
- 

40,000+ client
projects every year
- 

Top **1%** with its
Ecovadis platinum
sustainability
- 

gross revenues of
€5bn in 2024
- 

More than **135**
years heritage

Arcadis is a global leader in delivering transformative projects for businesses, cities, and industries. With 36,000 experts in over 30 countries, we provide smart solutions to address climate, energy, and livability challenges.

We elevate design, engineering, architecture, and consultancy by advising clients from strategy through to delivery. By combining human and digital intelligence, we co-create environments that meet business and stakeholder needs.

From building a sustainable legacy for the Paris Olympics to revolutionizing metro systems from Sydney to Toronto and securing clean water for communities across the US, our work leaves a positive, lasting impact. We help make communities more resilient and support clients on their decarbonization journeys, creating a better, thriving future together.

Romania at a Glance

520+ Romania
Headcount



Our Global Business Areas



MOBILITY



We partner with our clients across the globe to design thriving and connected cities and communities that enable opportunity for all and keep the world moving.

In Mobility, we deliver projects in the Rail, Highways and Aviation industries.

PLACES



We partner with our clients around the globe to create, support, and enhance smart, sustainable, and safe places where people live, work, and thrive.

In Places, we deliver projects in the Residential, Commercial, Education, Government, Manufacturing and Financial Institutions industries.

RESILIENCE



We protect our natural environment and water resources, while powering the world for future generations.

In Resilience, we deliver projects in the Environmental, Water, Business Transformation, Investment Advisory and Energy industries.

GROWTH, DIGITAL INTELLIGENCE & ADVISORY



Arcadis is committed to sustainability and digital innovation, providing real-world technology solutions for a better, stronger, and healthier world.

In Intelligence, we combine human creativity with digital intelligence to deliver innovative data intelligence services and digital products.

Our Current Strategic Context

Focusing on long-term sustainability in our designs, anticipating that assets built today will still be in use in 2050.

Embedding sustainability in all aspects of our business and community programs, with a history of commitment dating back to 1888.

Partnering with organizations like Green Building Councils to develop global solutions and being recognized by ratings agencies for our advanced sustainability efforts.

Innovating and tracking our impact through new methodologies and tools, such as Project Carbon, to measure and reduce carbon impact throughout project lifecycles.

Committing to become net zero by 2035, with specific targets for reducing greenhouse gas emissions and enhancing biodiversity at our sites.

Investing in our people through training programs and community engagement to attract and retain top talent and support client needs globally.

Why Arcadis Romania

Awards

CATALYST (Talent & Employer Branding)

Arcadis Romania, has been ranked among the Top 100 Most Desired Employers in Iasi, securing the 30th position in 2025.



Engineering News Record (ENR)

Ranked amongst the Top 5 International Design Firms across 25 sectors



Verdantix

Recognized in two Green Quadrant rankings related to Building Decarbonization Consulting and Environmental Services



Fast Company

World's Most Innovative Companies



Building Design

Ranked 2nd in Building Design's World Architecture 100 list

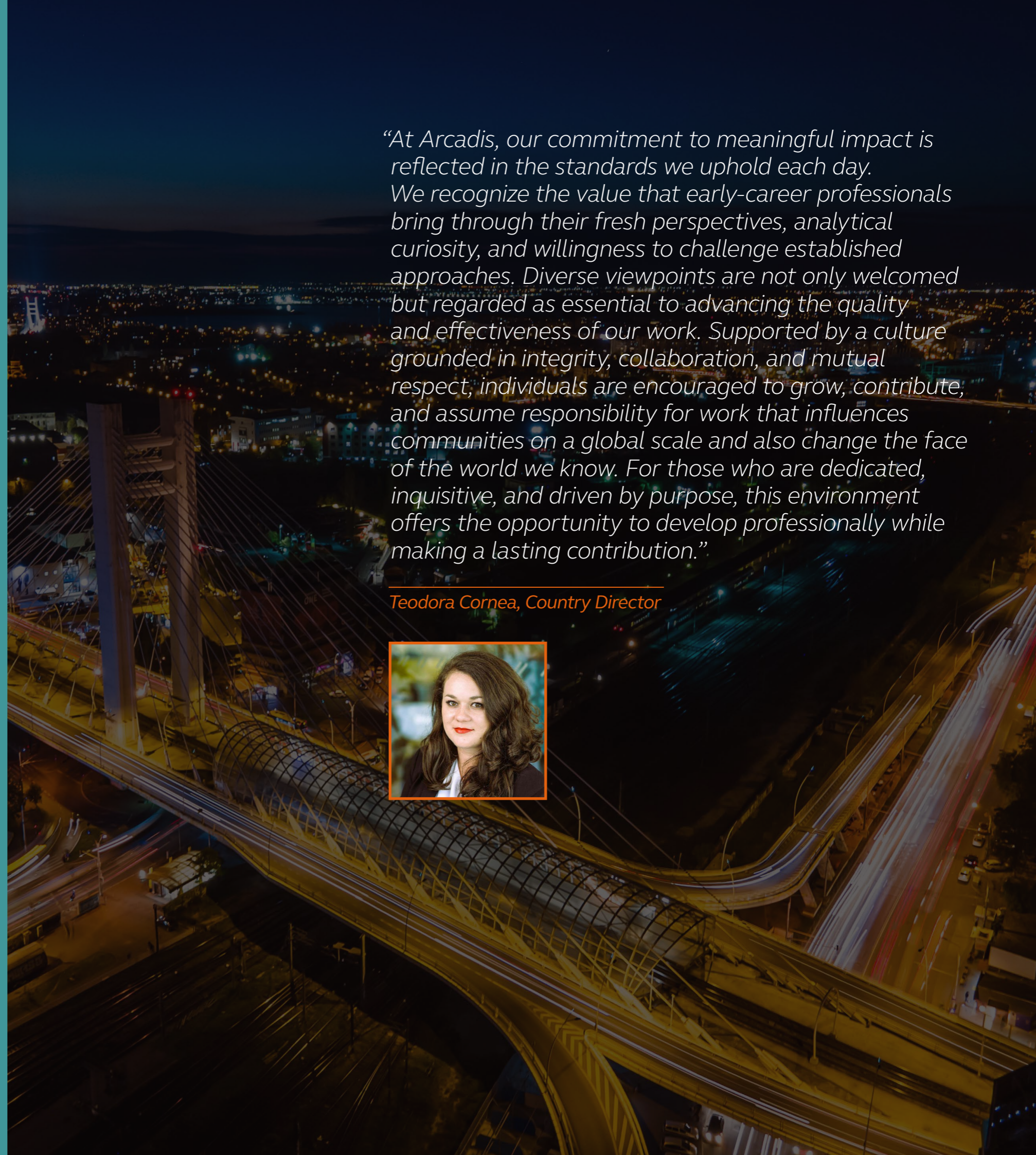


Forbes

One of the top Female Friendly Companies in the World

“At Arcadis, our commitment to meaningful impact is reflected in the standards we uphold each day. We recognize the value that early-career professionals bring through their fresh perspectives, analytical curiosity, and willingness to challenge established approaches. Diverse viewpoints are not only welcomed but regarded as essential to advancing the quality and effectiveness of our work. Supported by a culture grounded in integrity, collaboration, and mutual respect, individuals are encouraged to grow, contribute, and assume responsibility for work that influences communities on a global scale and also change the face of the world we know. For those who are dedicated, inquisitive, and driven by purpose, this environment offers the opportunity to develop professionally while making a lasting contribution.”

Teodora Cornea, Country Director



7 Reasons to Start Your Career at Arcadis



People First Focus



Multi-Cultural Environment - Diversity, Belonging, Inclusion



Get Inspired by a Sense of Purpose



Work Hard, Play Hard



Fresh Thinking, Bold Ideas, Global Opportunities



Find Solutions to the World's Biggest Challenges



Leading Global Design & Consulting Organization

Benefits



Compensation based

- Monthly salary
- Flexible benefits:
 - Meal Vouchers
 - Holiday Vouchers
 - Tickets Cultural Activities
 - Gift Vouchers
 - Private Pension
 - Benefit Club
 - Cash-out
- Education Support/ Charterships
- Rewards & Recognitions:
 - Spot Rewards, Quarterly & Annual
- Share Plan
- Referral Bonus



Wellbeing and Career Development

- Medical Insurance with OPD (self & dependents)
- Accident Insurance
- Term Life Insurance
- Employee Assistance Program
- Health & Well-being Programs
- Professional Licenses & Memberships
- Leaves
 - Annual Leave
 - Sick Leave
 - Maternity/ Paternity Leave
 - Marriage Leave
- Skills Based / Soft Skill Training
- Hybrid Work Style
- Diversity and Inclusion Groups
- Team Engagement Activities

Application Process



Application



In-Office Assessment



Interview



Offer





We'll help you
grow. **Personally
and professionally.**

Join Arcadis. Create a legacy.

careers.arcadis.com

Connect with us

