



Recruitment

To support its growth, the Apave Group announces the recruitment of 2,500 new employees by 2025, including 1,700 in France

Hundreds of professions working for a safer, more sustainable world

Paris, 23 January 2025. In a world facing deep challenges, [Apave groupe](#), an international specialist in the management of technical, environmental, human and digital risks, has been continuing to expand rapidly in France and around the world, with 25 strategic acquisitions since 2020.

With a presence in 60 countries and a workforce of 17,500 people, the Group is reaffirming its commitment to the safety of people and equipments with an objective to recruit a total of 2,500 employees by 2025 (mostly permanent contracts), including 1,700 in France, to help companies and local authorities make the transition to safer, more responsible practices.

This recruitment plan is part of a dynamic of sustained growth in France and internationally, and also offers many opportunities for mobility within the Group.

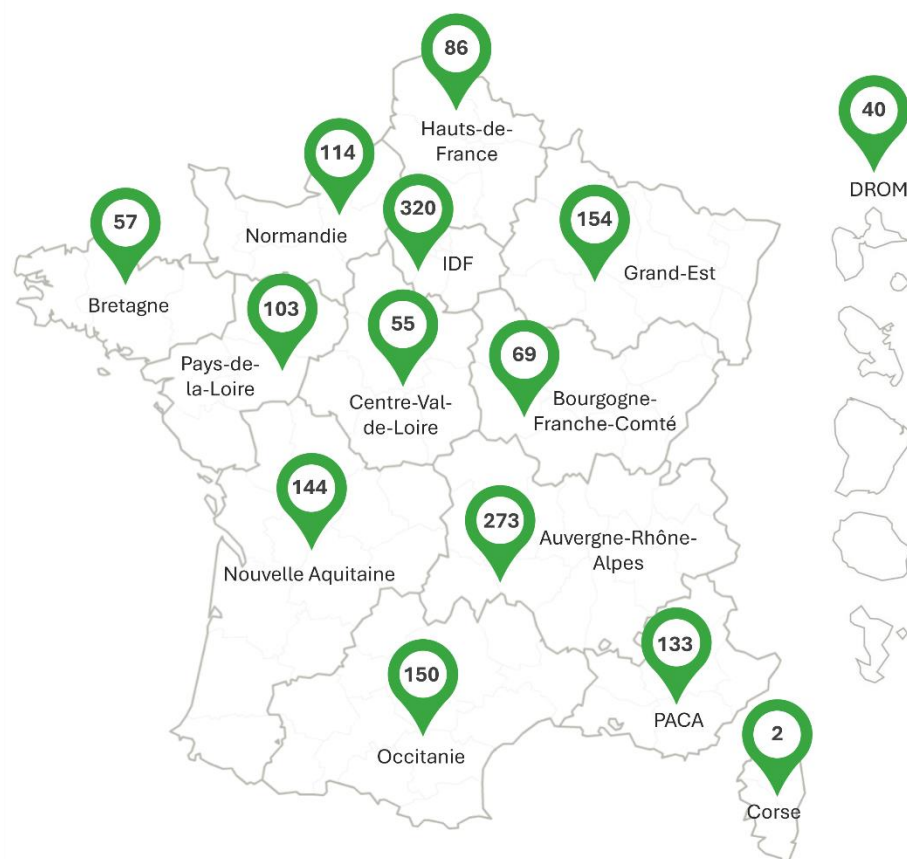


"For over 150 years, Apave has been helping companies of all sizes, from SMEs to large groups, as well as local authorities, to manage and control their risks. In concrete terms, we enable them to carry out their business in complete safety: safety of people, safety of equipments, safety of the environment and digital security. Joining Apave means choosing jobs that make sense, choosing a dynamic, fast-growing Group and wanting to make an active contribution to high-impact projects," says Philippe Maillard, CEO of the Apave Group. "By joining our teams, our employees are helping to support the transitions of a changing world. Our global reach can offer them excellent prospects for career development and professional mobility," he concludes.

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Recruitment throughout France and internationally

1,700 vacancies in France



Internationally, 800 positions to be filled: 250 in Europe, 50 in Africa, 100 in North America, 250 in the Middle East, 150 in Asia and India.

Impact missions for a world in transition

For more than 150 years, Apave has been supporting businesses in preventing risks and building a safer, more sustainable world.

With the acceleration of climate change, the loss of biodiversity, the growing electrification needs and digital risks, Apave's mission is growing to a more crucial and necessary dimension.



Engineers, technicians, consultants, trainers or experts in the fields of security, compliance, renewable energy, cybersecurity or new technologies? Are you a recent graduate or a senior expert? Apave is recruiting in 2025 to strengthen its teams and develop new areas of expertise.

In practical terms, what are Apave's missions

- ▶ **Inspection and control missions:** to assess the safety of infrastructures, installations, equipment or industrial processes in order to guarantee their compliance (regulatory or voluntary).
- ▶ **Environmental testing and measurement:** to measure the quality of air, water or soil, thereby monitoring the environmental impact of human activities and preserving ecosystems.

- ▶ **Training missions:** to provide training in workplace safety and occupational risks, and to reduce occupational accidents in companies of all sizes.
- ▶ **Certification and labelling missions:** to audit structures committed to applying standards or voluntary benchmarks and enable them to promote their commitments.
- ▶ **Consultancy and technical support:** to assist our customers with their day-to-day needs or those specifically linked to a project or critical situation.

In recent years, Apave has developed specific expertise to provide cross-disciplinary support for current issues:

- ▶ **Sustainability:** Apave supports companies in meeting their sustainability challenges, through consultancy and certification assignments via its dedicated subsidiary RSE France, authorised by the French High Audit Authority (H2A) to carry out verifications of Sustainability / CSRD Reports.
- ▶ **Digital:** Apave, through its subsidiary Apave Digital, provides consultancy and training in cybersecurity and data protection, as well as certification via LSTI.

Progressive and rewarding career prospects

Apave offers a wide range of positions for young graduates and experienced professionals, **including fixed-term contracts and permanent contracts**. The Group is also pursuing its commitment to the professional integration of young people with the recruitment of 200 new work-study students in France, as a prelude to permanent recruitment.

At the end of 2024, Apave was hosting almost 300 work-study students in France and several hundred young trainees during the year

With 17,500 employees worldwide, Apave offers a working environment where professional development is encouraged. Career-long training on a dedicated in-house campus is an integral part of the Apave culture, guaranteeing new recruits an enriching experience. Progressive autonomy and responsibilities, sharing of expertise, tailor-made training... Each employee can develop and progress throughout his or her Apave career.

Apave, a wide range of missions: we tell you more....



Maria Bergmans

Health, Safety and Environment Preventer and trainer in Saint-Denis

A graduate in occupational health and safety, Maria joined Apave 6 years ago.

Her job is to be on the ground, as close as possible to the workers, to ensure their safety and achieve zero accidents.

SMEs, major groups, hospitals, schools, engineering structures, industrial sites, historic monuments such as Notre-Dame de Paris -

whose name is inscribed in the cockerel at the top of the spire - or the Eiffel Tower... It assesses the risks at workstations, takes preventive action, and leads prevention meetings and safety meetings depending on the risk inherent in each site.

Her tasks: in contact with all the workers - site manager, works manager, company directors - Maria's tasks follow one another but are never the same!

What does Apave have to offer? A Group with a presence in France and abroad, offering real opportunities for career development.



Alexandra
Technical Building Control Engineer in Lyon

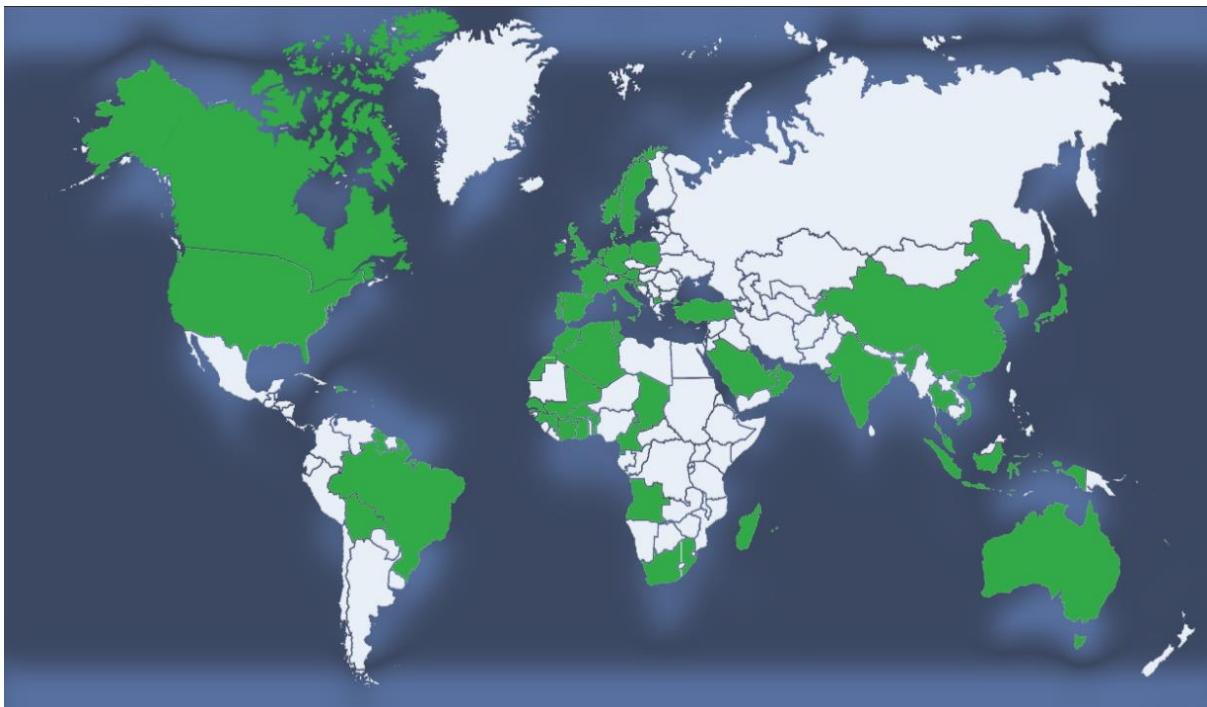
From risk prevention in buildings to fire safety and accessibility for people with disabilities, Alexandra, a Technical Building Control Engineer, deals with all controls relating to the safety of people and property, as well as environmental protection and energy savings in buildings. With a particular interest in bio-sourced materials (partially or wholly derived from biomass: wood, hemp, rice husks, straw, flax, etc.) and geosourced materials of mineral origin (raw earth or dry stone) for High Environmental Quality (HEQ) sites, Alexandra has been able to develop this expertise thanks to the trust placed in her by her team members on the sites where she can flourish.



Leslie Perault
Health and Safety Coordinator in Tours

Regulations and prevention are the basis of his job. It's a question of being diplomatic in getting those involved on a site to comply with the rules and standards. Analysing the risks on each site according to the machinery present, the configuration of the site, the tasks carried out, the different teams working together, drawing up a plan to prevent risks on the site, and meeting the requirements of regulations and standards - that's the day-to-day job of a coordinator. With a zero accident objective, Leslie has been able to work on a wide range of projects, from hospitals and historic monuments to renewable energies such as wind power and photovoltaics.

Apave worldwide



Jobs, integration policy, skills development, employee testimonials... Visit the Group's website:

<https://www.apave.com/fr-FR/Nous-rejoindre/Mon-parcours-ma-carriere>



Job opportunities can be found at :

<https://www.apave-emplois.com/accueil.aspx?LCID=1036>

About the Apave Group

Apave is an international group with over 150 years of experience in technical, human, environmental and digital risk management. An independent company with a turnover of €1.2 billion in 2023, Apave currently has 17,500 employees, including 10,000 engineers and technicians, 18 testing centres, 130 agencies in France and 170 training sites in France and abroad, which train more than 560,000 trainees a year. Apave has an international presence in 60 countries. www.apave.com

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