**Press release**

Paris, 24 March 2026

# Apave is stepping up its AMPLIFY 2030 plan and is recruiting 2,800 employees in 2026.

## 1,700 vacancies in France and 1,100 internationally.

**A leading international group in the management of technical, human, environmental and digital risks, Apave continues on its growth trajectory. With a presence in nearly 60 countries and a workforce of 18,500, the Group operates across five complementary business lines: inspection, certification, training, testing & measurement, and consultancy – all of which make human activities safer and more sustainable, whilst delivering a tangible impact.**

**In five years, Apave has doubled in size thanks to solid organic growth and 30 targeted acquisitions. With the launch of its AMPLIFY 2030 strategic plan, the Group is building on this momentum and has announced the recruitment of 2,800 employees by 2026 – 1,700 in France and 1,100 internationally – through permanent contracts, fixed-term contracts and work-study schemes, to support its clients and projects worldwide.**

### A dynamic Group undergoing rapid expansion.

*"In a context where risks are multiplying and becoming more complex, the need for security and trust is becoming a major strategic issue: our business lines have never been more essential,"* **emphasises Philippe Maillard, Chief Executive of the Apave Group.** *"AMPLIFY sets a clear course for us: to accelerate our development by drawing on the excellence and commitment of our employees, wherever our clients operate. Recruiting 2,800 talented individuals by 2026 means investing heavily in the expertise that will enable our clients to successfully navigate their transitions in complete safety, and give the Group the means to fully realise its global ambition,"* **he adds.**

## A wide range of career opportunities, in France and internationally.

With over 150 years of history, a presence in nearly 60 countries and 18,500 employees, the Apave Group aims to increase its turnover to €3 billion by 2030.
Recruitment in 2026 will support its growth across all its business lines and strengthen its expertise.

With **1,700 positions in France** and **1,100 internationally**, Apave is recruiting experienced professionals and recent graduates for roles such as:

- ✓ Technical inspection inspectors and engineers (building, infrastructure, industrial equipment)
- ✓ Cybersecurity and digital transformation experts
- ✓ Occupational risk prevention and HSE consultants
- ✓ Energy efficiency and environmental transition engineers
- ✓ Etc.

These professions contribute directly to the major transitions currently underway: securing critical infrastructure, decarbonisation, energy efficiency, industrial resilience and cybersecurity.

Driven by a **strong commitment**, the Group has reinforced its policy in 2025 to make **internal and international mobility** a key driver of development. Apave thus offers every employee the opportunity to develop within a multicultural environment, discover new roles and build their career within a constantly evolving environment.

## A strong commitment to women and young people.

The Group regards employee engagement as **a fundamental pillar of its strategy**, and thus at the heart of its sustainable performance.

The Group is working to **increase** the **number of women in technical fields,** particularly in technical roles that have historically been predominantly male, and continues to invest in work-study programmes, **recruiting** over **250 apprentices each year in France**.

Young talent benefits from structured support, training at the Group's in-house training centres and long-term career prospects. In 2025, **50% of apprentices received a contract offer**, illustrating Apave's commitment to long-term skills development.

## Joining Apave means choosing a career that makes a difference.

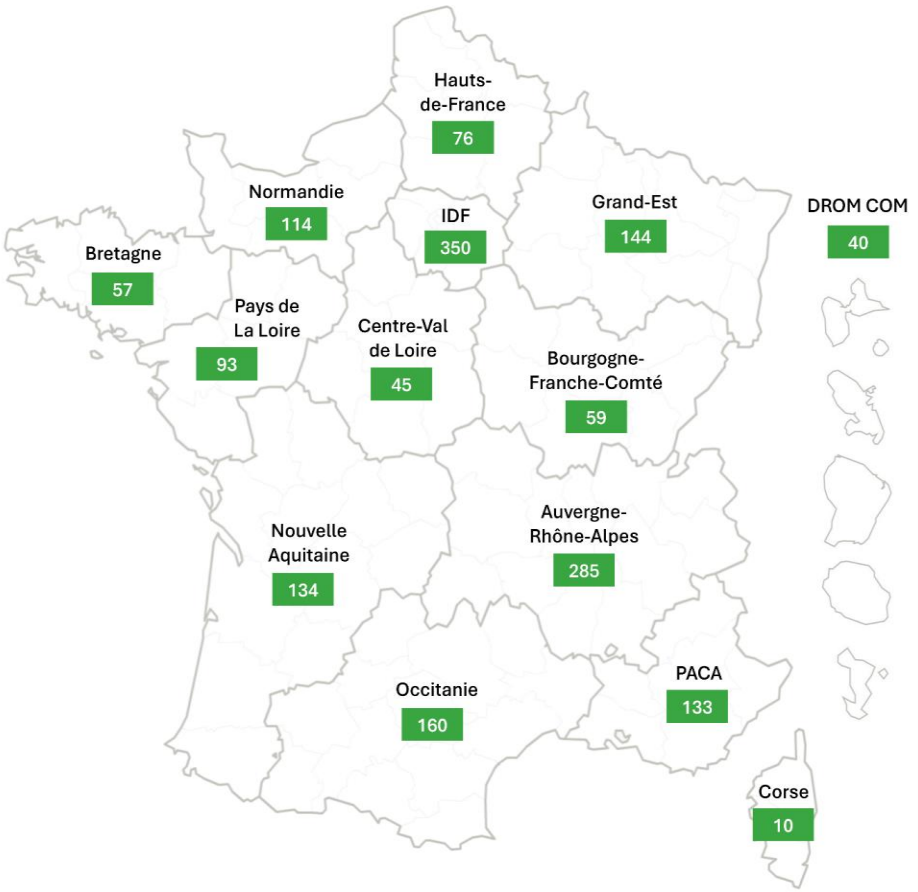
Joining Apave means becoming part of a rapidly expanding international Group whose missions, in line with its Purpose, make a tangible contribution to making human activities safer and more sustainable.

Through their day-to-day work, employees contribute to risk prevention, the protection of people, the energy efficiency of infrastructure, and supporting organisations in addressing environmental and digital challenges.

With AMPLIFY, Apave reaffirms its commitment to making the engagement of its employees one of the pillars of its performance and development.

**The Group is committed to:**

- ✓ Developing increasingly attractive **career paths** for both Experts and Managers;
- ✓ Encouraging **internal and international mobility**. By 2025, nearly one-third of vacancies were filled internally thanks to an active policy of career development and training;
- ✓ Continue initiatives to **recognise** individual and collective **performance**, notably through profit-sharing schemes;
- ✓ Continue to develop **modern, inclusive working environments** conducive to professional fulfilment;
- ✓ To invest sustainably in **skills development** through continuing professional development and expertise-building programmes.




**Internationally, the requirements are spread across all continents: 300 in Europe, 50 in Africa, 250 in North America, 300 in the Middle East, and 200 in Asia and India.**

## Behind this ambition are committed men and women.

### Anaïs, third-year work-study student on the BUT programme, Testing & Measurement Team, Poitiers.

*"What I like most about Apave is the lack of routine. Every week, I work at different industrial sites carrying out a variety of measurements. This allows me to develop my versatility and adapt to a wide range of technical environments. As a work-study student, I'm trusted and feel fully integrated into the teams."*

**Franck, Branch Manager, Clermont-Ferrand (20 years at Apave).**

*"I started at Apave as an electrical technician. Over the years, I developed expertise in radon and infrared thermography, before becoming Head of the Inspection Unit. Today, being appointed Branch Manager represents a major milestone in my career. What motivates me most is bringing together a team of 120 colleagues and putting my experience to work for their success and that of our clients. At Apave, you can build a real long-term career path."*

**Stanislas, Construction Technical Inspection Engineer, Nice**

*"My role is clear: to ensure risk management for project owners. At Apave, I've been able to develop my expertise and progress rapidly. I now lead a team of nine engineers and work alongside them at every key stage of projects, from design to handover. What's exciting is the diversity of people I deal with and the technical subjects involved. We have a direct impact on the safety and quality of the structures we build."*

**Solène, BU Manager, Apave UAE (7 years at Apave)**

*"At Apave, my career path has been built on agility and trust. I joined as a Data Protection Officer, then gradually expanded my responsibilities to include legal and IT matters. Thanks to open annual reviews and constant dialogue with my management, I was able to seize international opportunities: a few months after expressing my desire to develop, I moved to the United Arab Emirates to lead the integration of TIV, and today I am a Business Unit Manager. At Apave, there's room for those who dare to step outside their comfort zone! »*

**To apply and find out more**

**Discover the roles, the integration policy and staff testimonials:**

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

**View job opportunities:**

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

**About the Apave Group.**

Apave is an international group with over 150 years' history, specialising in the management of technical, human, environmental and digital risks. An independent company with a turnover of nearly €1.9 billion in 2025, Apave currently has 18,500 employees, 130 branches in France, 170 training centres in France and abroad, and more than 20 equipment testing and certification centres. Apave operates internationally in nearly 60 countries. Inspection, certification, technical training, testing & measurement, and consultancy services: Apave supports all types of clients, including private companies and public authorities, in France and internationally. For more information, visit www.apave.com.

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