

Ready

to start your own
Stantec story?

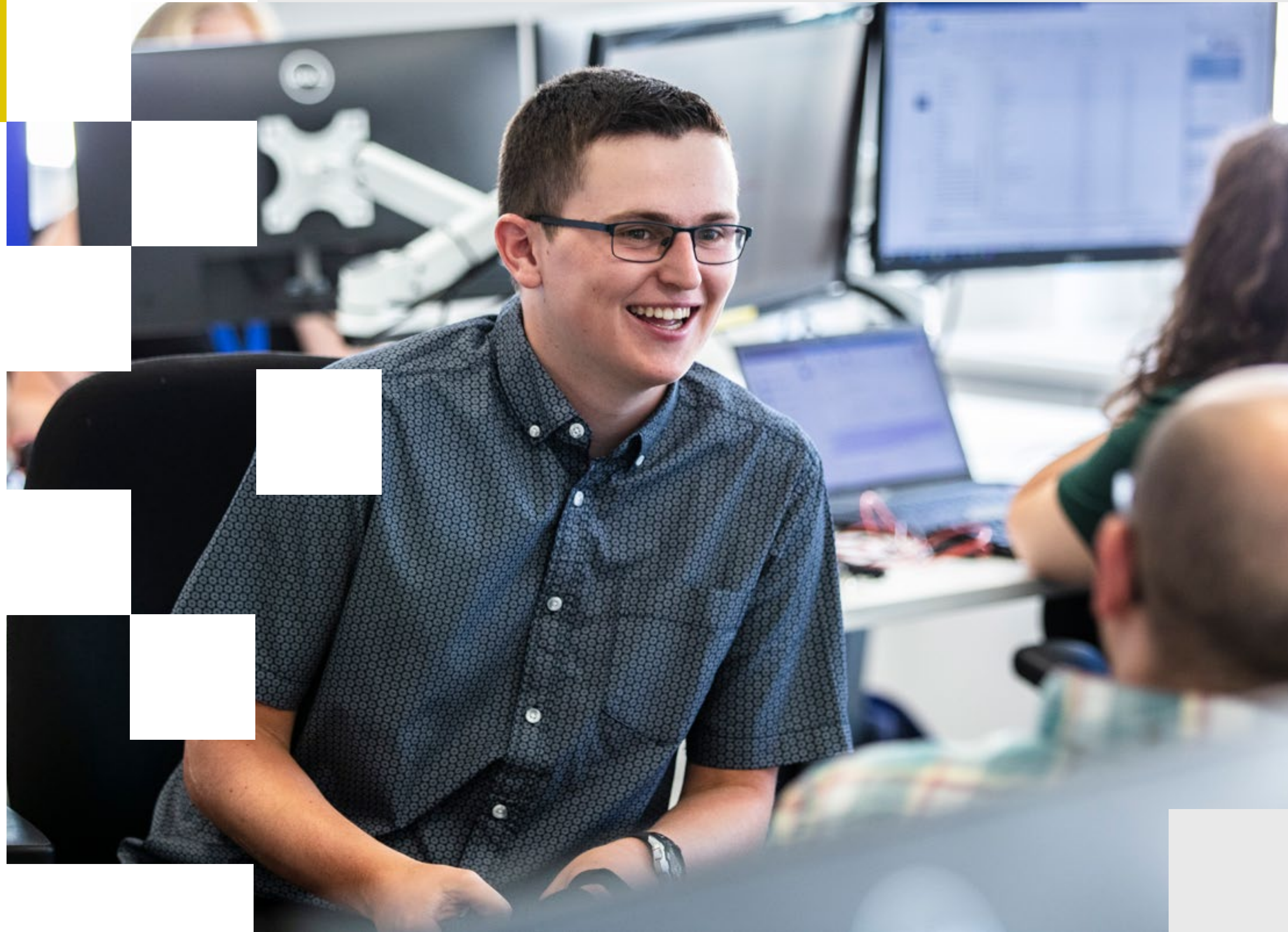
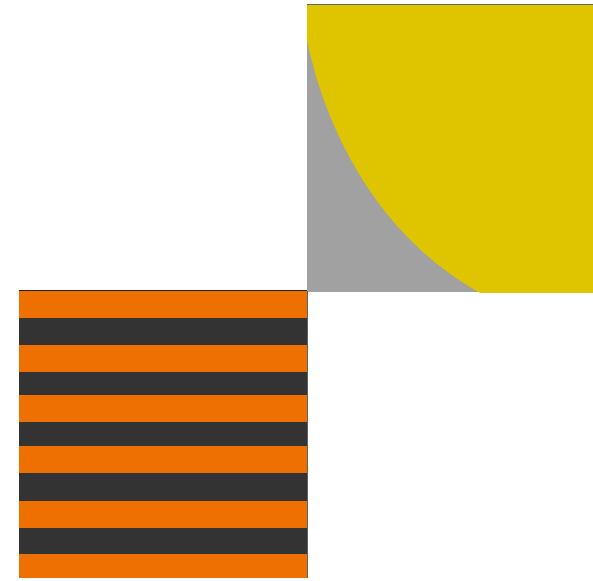


WE'RE EXCITED TO ANNOUNCE THAT APPLICATIONS FOR OUR 2024 GRADUATE PROGRAMME ARE NOW OPEN - YOUR LONG-TERM CAREER WITH ONE OF THE TOP DESIGN FIRMS IN THE WORLD STARTS HERE!

As a member of our global community of driven, passionate, and smart professionals, you'll have a chance to grow and develop as a future leader and innovator. You'll work with a broad spectrum of talented and experienced colleagues who will offer fresh perspectives and help you learn the foundations of your professional practice whilst consulting in the client environment.

How often do you get to see a drawing become a reality? Have you ever touched, seen, or walked through something you helped design? We experience this every day.

At Stantec, you could help develop inventive and sustainable solutions that meet our clients' needs and touch every aspect of people's lives, from the roadways and bridges you travel on, to the schools you once attended, and the water you drink. Join us and be a part of a team that designs with community in mind.



Why Stantec?

CREATE YOUR OWN PATH

Design your career through our professional development programmes, continuing education programmes, and professional association memberships. Whether you're interested in leading an area of the business, specialising in project management, or a subject-matter expert, we put people first and have the resources and world-renowned experts to get you on the right path.

MAKE A DIFFERENCE IN YOUR COMMUNITY

As a professional services firm, we do more than design with community in mind; we also give with community in mind. From charity fundraisers to participation in local initiatives, we find creative ways to grow and support our communities. Be part of a team that takes an active role in your community.

BUILD RELATIONSHIPS

At Stantec, you'll have the opportunity to form many lasting relationships, partnering with client groups throughout the project life cycle to support the many communities we serve. These relationships will contribute to your success, the success of our clients, our projects, and communities, and show how we're truly better together.

STANTEC NAMED 'PARTNER OF THE YEAR' AT 2022 LANDAID AWARDS

We are proud to support LandAid, the Property Industry Charity. LandAid unite over 200 organisations from across the sector, working together to bring an end to youth homelessness. In 2022 we raised over £44k through donations, pro-bono work and fundraising.



World's Best Employers

Forbes

Top Global Design Firms

ENR

World's Most Sustainable Corporations

Corporate Knights

Graduate of the Year

New Civil Engineer

World's Top Female-Friendly Corporations

Forbes

Employer of the Year

WTS International



Who we are

Stantec is a top tier global consultancy. We have worked with our clients and communities in the UK & Ireland for over 150 years.

We are consistently at the forefront of planning, design and delivery of infrastructure and development in the UK & Ireland and have a strong reputation with public and private sector clients on a diverse range of high-profile infrastructure and development projects.

Global reach. Local presence.



Stantec in the UK & Ireland

OUR PEOPLE IN NUMBERS

83
BUILDINGS

166
CORPORATE

89
ENERGY & RESOURCES

1011
INFRASTRUCTURE

47
BUSINESS SUPPORT SERVICES

1516
WATER

UK SERVICES

- A**
 - Acoustics & Vibration
 - Alternative Project Delivery
 - Applications Engineering
 - Architecture
 - Assessments & Permitting
 - Asset Management
 - Asset Rehabilitation & Upgrades
 - AV Engineering
- B**
 - Bridge Inspections & Assessments
 - Bridge Maintenance
 - Buildings Engineering
- C**
 - Campus Planning & Delivery
 - Carbon Footprinting & Accounting
 - Carbon Management
 - Civil Engineering
 - Climate Advisory Services
 - Climate Change Risk Assessment
 - Coastal & Marine Ecosystems
 - Commercial & Cost Management
 - Commercial Order Management Systems
 - Commissioning & Validation
 - Community & Stakeholder Engagement

- D**
 - Community Development
 - Computing Platforms & Advanced Analytics
 - Construction Management & Inspection
 - Data Analytics & Visualisation
 - Detailed Engineering & Design
 - Due Diligence & Consulting
- E**
 - Ecosystem Restoration
 - EHS Compliance
 - Electrical Engineering
 - Energy Audits
 - Environmental Services
 - Environmental, Health & Safety Compliance
- F**
 - Feasibility Studies & Design
 - Flood Resilience
- G**
 - Geospatial
 - Geotechnical Engineering & Materials Testing
- H**
 - Hydrogen Mapping
 - Hydrology & Geochemistry
- I**
 - Industrial & Logistics Consultancy

- L**
 - Information Management Systems
 - Infrastructure Management & Pavement Engineering
 - Intelligent Transportation Systems
 - Land Use Planning
 - Landscape Architecture
 - Licencing
 - Lighting Design
- M**
 - Management & Technology Consulting
 - Material Handling Systems
 - Mechanical Engineering
 - Microgrids & Grid Modernisation
 - Mine Water Treatment
- N**
 - Natural Capital & Natural Resource Economics
 - Nature Based Solutions
 - Nutrient Neutrality
 - Numerical Modelling Solutions
- O**
 - Operational Readiness
- P**
 - Planning, Consenting & Approvals
 - Process Engineering
 - Project & Programme Management
 - Project Planning, Design & Delivery
- R**
 - Research & Benchmarking

- S**
 - Resilient Adaptation & Mitigation
 - Risk Assessments
 - Road User Charging
 - Smart Cities
 - Smart Mobility
 - Strategic Water Resources
 - Strategy & Planning
 - Structural Engineering
 - Surveying & Mapping
 - Sustainability
 - Systems Engineering & Integration
- T**
 - Technical Writing & Editing
 - Traffic Engineering
 - Transmission & Distribution
 - Transport Modelling & Assessment
 - Transport Planning
 - Tunnelling
- U**
 - Urban Planning & Design
- V**
 - Venue Logistics Planning
- W**
 - Waste Logistics & Collection
 - Water networks and treatment
 - Water resources and networks
 - Water treatment

LIFE @stantec

Our success is testament to the enthusiasm, dedication and commitment of our people. We are focused on identifying and implementing working practices that promote wellbeing, sustainability, and inclusivity. Through this, we actively support all our people in meeting their career goals, now and in the future.

Work-life balance is much more than managing working hours effectively, it is also about behaviour

and understanding that this needs to be encouraged in leadership, individuals and across working practices. The WorkLife Charter sets out the eight work-life values which champion a culture of trust, support, and flexibility.

Building a sense of community is fundamental in everything we do. We host a number of social events throughout the year online and in-person, from quizzes to football tournaments to cycling groups.



Stantec in the community

Through donations, sponsorships, and volunteering, we connect with our communities and help strengthen them in meaningful ways.

We also put our focus on equity and diversity partnerships. By 2030, we aim to invest a further \$30 million into community organizations around the globe, taking our total to \$60 million since starting this initiative in 2007.

STANTEC IN THE COMMUNITY WEEK (SITC)

During a worldwide week of community service across the Company, SITC events highlight the local initiatives we are passionate about and the causes we support.

Stantec in STEM

Our large team of enthusiastic STEM Ambassadors work extensively to support the uptake of STEM subjects in schools. They work to open up a world of opportunities in engineering and built environment careers to young people who may not have thought that this would be for them.

THE BIG BANG FAIR, ENGINEERING UK PARTNERSHIP

We partner with Engineering UK each year to support the Big Bang UK Young Scientists & Engineers Competition. We are proud sponsors and judges of the Stantec Developing Future Communities Award, which allows pupils attending to enter a design that uses science and engineering to help make communities' lives better.

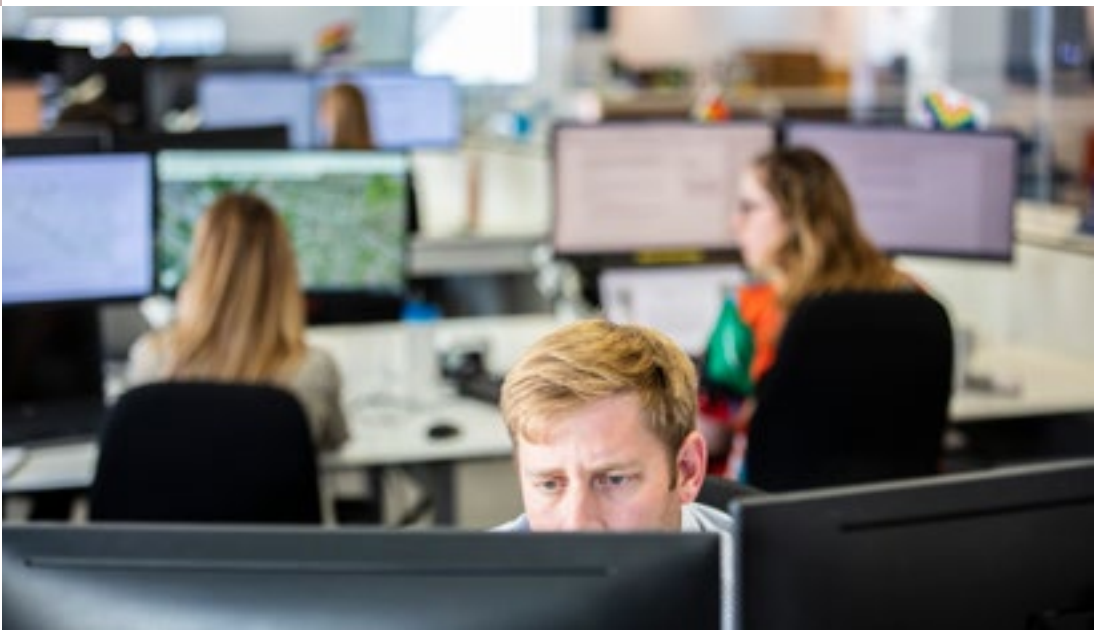
JESSICA WILLIAMS WINS ICE SW STEM AMBASSADOR OF THE YEAR AWARD.

Jessica, an ICE Ambassador, helped run a paper bridge building competition at Torquay Girl's Grammar School, giving pupils the opportunity to engage in engineering-inspired activity, developing teamwork and problem-solving skills.



“When creating content for primary school children I had to think creatively about how to present different career paths into STEM roles in a way which would engage. I really enjoyed the challenge and that it was different to my every-day work and hopefully provided some inspiration!”

Thea Harland, Graduate Transport Planner



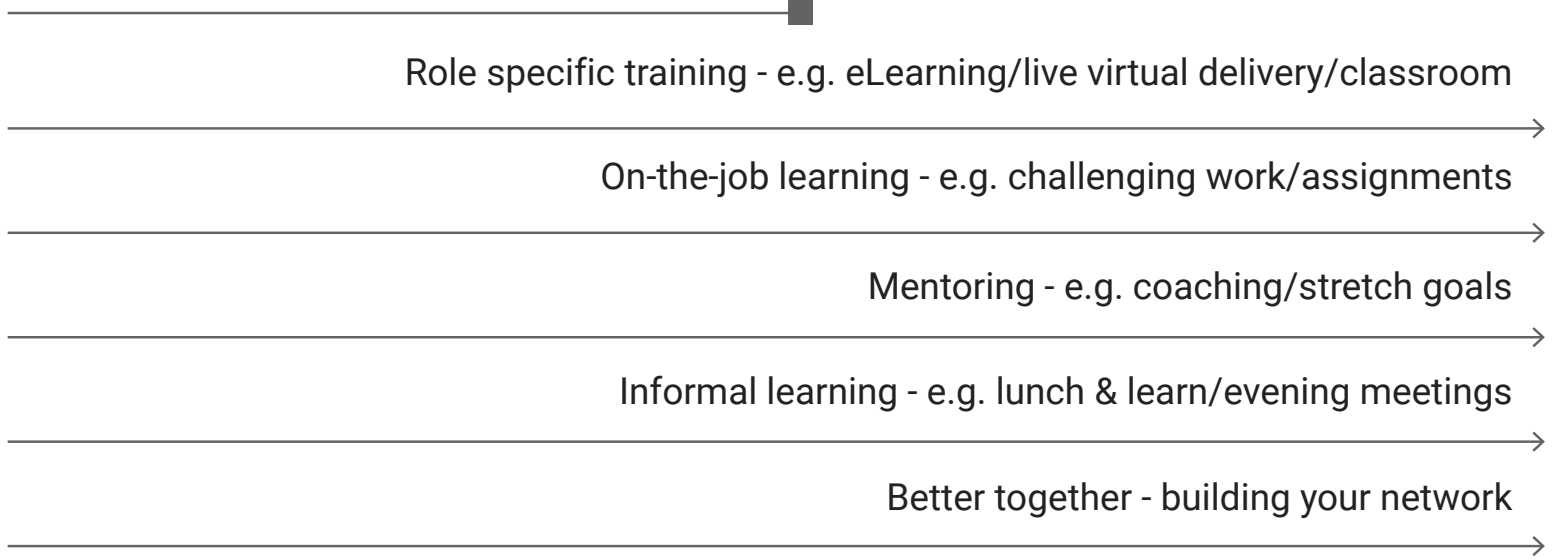
REDEFINE YOUR PERSONAL BEST

Designed to support you with learning, networking, and mentoring opportunities, Stantec’s well recognised and accredited Professional Development Programme sets a standard for training and progression.

As a member of our supportive early careers community you will be trained and mentored through a graduate programme to help you achieve your goals and obtain your professional accreditation. This is achieved by combining core and technical training, shaped around your professional field and discipline. We offer a wide range of accredited training programmes, to best support you in gaining relevant professional qualifications to support your career.

You will develop skills, learn, adapt to change, and lay the foundations for a successful and rewarding career. Working together with your mentor and manager, you will explore your strengths and aspirations to shape your career path.

Graduate Early Careers Core Training Programme



Years	1	2	3	4	5	6

OUR FIVE TO SIX YEAR DEVELOPMENT PROGRAMME

Your Professional Development Programme includes graduate core training in your first three years. This provides an enhanced training period and a community to engage with throughout your initial Professional Development.

Once you’ve completed the three-year graduate core training period, you will continue to receive training and mentorship tailored to support your journey on becoming professionally chartered or qualified. The focus is now even more on you, as you complete your professional foundation and start to shape and plan your future career path.

Developing Professionals

Our people are our most valuable asset. In order to walk the talk, more than 20 years ago we created the Developing Professionals Group (DPG) to give employees who are in the early stages of their career the chance to develop both technically and professionally; to meet their colleagues and really be part of our global organization.

The DPG actively works to combine the energy and innovative minds of our developing professionals (DPs) with the wisdom and experience of our company leadership. Since its inception, the group has grown into a global network with members in all corners of the world. The DPG is a truly international network that, in addition to planning regional and local activities, really gives a voice to our DPs.

Bring your authentic self to work

We create opportunity by inviting, embracing, and celebrating differences.

Our UK & Ireland Employee Resource Groups work together on initiatives to create a welcoming, inclusive and supportive environment for all. These groups support the efforts of our Inclusivity & Diversity council.

NB: PWD – Persons with Disabilities. MAVA – Military and Veteran Advocates

“The DPG is a great space to share ideas and learn from each other. This global community of colleagues at different stages of their careers offers a platform for people to grow their network and grow as individuals. I have been able to connect with people across the business and discover new skills. It’s inspired me to take the opportunity to lead the UK&I chapter to support other developing professionals with their career paths. “

Olohije Akpengbe, Graduate Transport Planner & UK&I DPG Lead



What is Neurodiversity?

Neurodiversity includes Autism, ADHD, Dyslexia, Dyscalculia, Tourette's, Dyspraxia, Delayed Language Development and Acquired Brain Injury.

WHAT ARE WE DOING ABOUT IT?

At Stantec, we set up our Neurodiversity Employee Resource Group (ERG) to celebrate and embrace the unique minds and strengths of our neurodivergent colleagues enabling everyone to be their authentic selves at work. We support those who are diagnosed as, or think they may be, neurodivergent and those with neurodivergent family members seeking support in the UK & Ireland.

WHAT ARE WE DOING TO HELP?

In our newest offices we have created thoughtful and accommodating workspaces and environments. We thought carefully about our choices of colour, furniture, textiles and finishes to create a calm and creative environment, reducing unnecessary additional stimuli.

HOW DOES THIS AFFECT YOU?

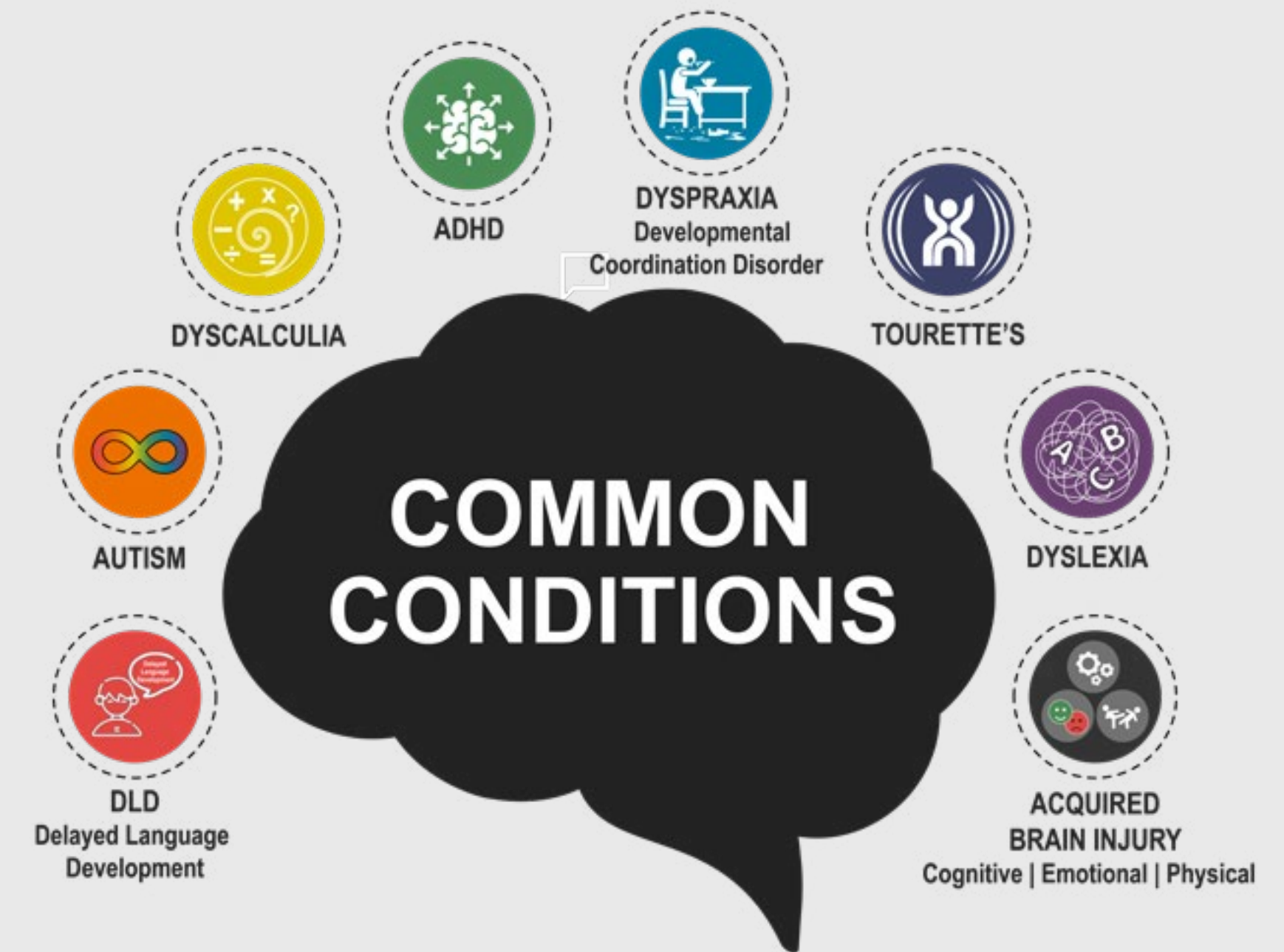
During the application process we can work with you to ensure that you have the best experience possible. This can include making adaptations to the recruitment process to ensure that you have equal opportunities and experiences.

WHAT DO YOU NEED TO DO?

We believe in open, honest conversation. If you need any additional support through the application process please ask our team who will be pleased to discuss this with you.



We are a founding member of Neurodiversity in Business, a new organisation which will function as a business-led industry forum to support neurodivergent individuals in the workplace.



“Our Neurodiversity ERG is a safe space, and employee voice challenging the business. My brain enables me to think, work, and live differently, at Stantec I’ve found a culture that fully embraces the personal side of its people.”

Martin Scragg, Neurodiversity ERG Lead

Meet our graduates



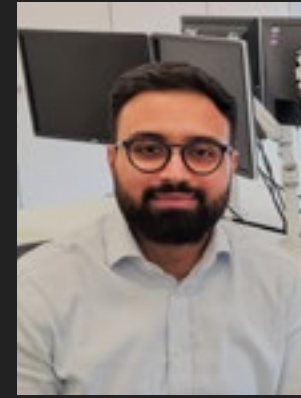
CHARLOTTE HAILS, ARCHITECTURAL ASSISTANT

Working within a small team in the Bristol office, we work on all sorts of different projects ranging from feasibility studies through to construction, on projects varying from single dwellings to community centres. Working across a variety of projects and work stages; Each day brings with it a diverse range of tasks and enables me to develop a range of skills. Each project has unique challenges and opportunities which provide the environment for constant learning and development.

How would you summarise your graduate experience?

Engaging. Enjoyable. Exciting.

During my whole tenure, I have been regarded as a crucial member of my team, whose opinion has always been validated by others. The variety of my work brings with it a degree of novelty that keeps things interesting and the people I work with are inciteful, exuberant, and patient. I'd summarise that my time has been excellent.



GURVEER JUTTE, GRADUATE CIVIL ENGINEER

I joined Stantec's London and Ashford civil engineering team in 2020. I have worked on a wide range of public and private sector projects from planning stages through to construction detail design. My role is to support the discipline lead, develop the engineering design and ensure coordination with the project team using AutoCAD drawings and Civil 3D modelling.

What has been the standout project for you during your time at Stantec?

I really enjoyed working on 300 Harrow Road, it's a mixed-use residential project with community facilities for Westminster Council. Not only are we providing affordable housing in Central London but a new nursery and community hub. I modelled the sewer drainage and utilities in 3D which allowed for clash detection with the foundations and internal building works. It was something new for the team and was a great example of new ways of working and innovating what the "norm" was.



Meet our graduates



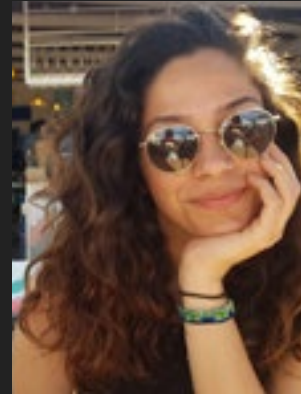
AOIFE CODYRE, GRADUATE ECOLOGIST

I joined Stantec in July 2022 as a graduate ecologist in the water team.

My role involves undertaking ecological assessments for proposed projects to establish that ecological risks are identified and mitigated, and ecological enhancement opportunities are optimised.

How has your personal and professional development been supported at Stantec?

As part of the graduate programme, Stantec generated a personality profile for me that identifies my strengths and weaknesses as I develop myself in personal and professional environments. Drawing on identified interests, I serve as the sports and social rep for the Brighton office where I organise inclusive sports and social activities. As a bonus, developing a community within the office allows me to network further with colleagues from different departments.

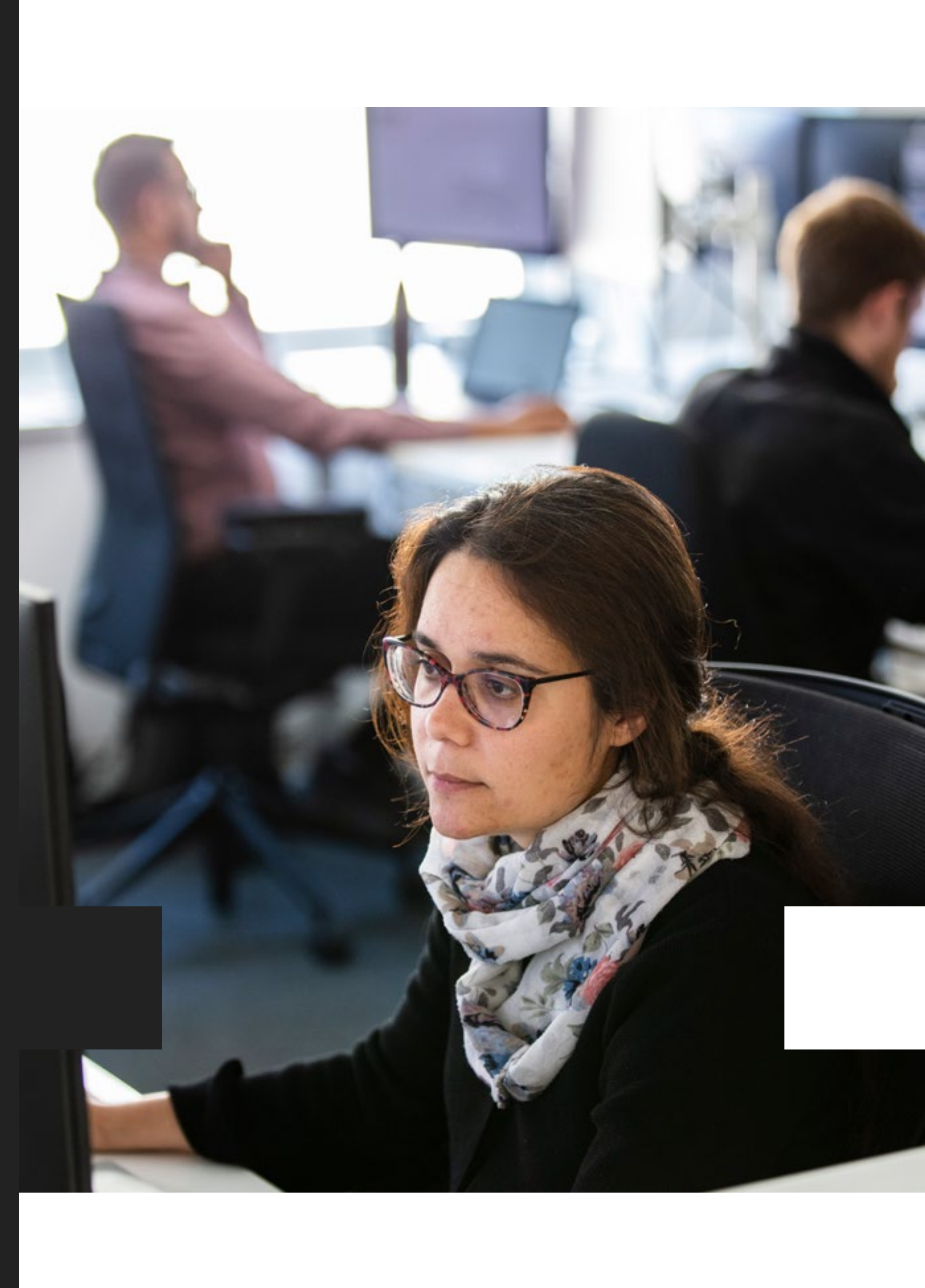


MELIN KARABULUTOGLU, GRADUATE PROJECT MANAGER

I work on a range of schemes and deliverables, in technical disciplines including energy, climate change, sustainability, health and lighting. I also support the coordination of our Environmental Impact Assessments in a variety of infrastructure and development projects.

How has your personal and professional development been supported at Stantec?

Stantec supports your journey to become a chartered member of a professional body by sponsoring your membership fees. I am now a graduate member of the Institute of Environmental Management (IEMA) which allows me to go to IEMA events and webinars to increase my understanding of the planning and environmental sector. I also have a mentor to help me on the journey to become chartered and I regularly fill in my career professional development (CPD) diary with the various work experiences and training sessions I complete.



Meet our graduates



AARON DOIDGE, GRADUATE PLANNER

I joined Stantec in May 2021 as a graduate planner in the Glasgow office after studying BSc (Hons) Urban Planning and Property Development at Heriot Watt University in Edinburgh. I'm involved in the planning and delivery of a number of significant residential, commercial, and energy developments across the UK.

How has your personal and professional development been supported at Stantec?

Stantec's Developing Professionals Group (DPG) provides a great platform to meet and collaborate with others from around the world and closer to home. Last year I took on an additional role as the Glasgow office lead for the DPG. So far, we have been able to organise a graduate day in the office and will be looking to host a series of events in the coming year to bring people together.

Stantec has also been very supportive of my work with the Royal Town Planning Institute (RTPI), the professional body for planners. In January 2022, I was selected to join the Scottish Young Planners' Steering Group in addition to my position on the RTPI Scottish Executive Committee. Through my involvement with the RTPI, I hope to help grow the planning profession as well as enhance my own professional development.



LILI PANDOLFI, GRADUATE URBAN DESIGNER

I contribute to the drawings and plans that determine the layout and design of the built environment in new developments. This involves a wide range of drawings, from developing housing layouts, to rendering illustrative masterplans, to creating street sections. This output is usually destined for planning documents submitted to the council for approval of the scheme, or they can be used for public engagement. But urban design isn't just about producing visuals: the role involves research skills, writing skills and project management as well.

Which has been your favourite project/scheme so far?

Some of my favourite projects have been at the vision stage, as these occur early on in the planning process and therefore offer a lot of room for creativity. One of the first projects I worked on was a site near Hailsham with the Reading Urban Design team, where the team developed a sustainable vision for a new community, including a large country park and active travel networks. Another favourite was a vision that the Bristol Urban Design team worked on for the rehabilitation of an abandoned factory in Wales.



Graduate Application Process



Before you apply adapt your CV and cover letter to suit the role.
To stand out in your application, demonstrate a keen interest in the discipline/industry and highlight your relevant experience.
Paid and voluntary roles are important. Include any leadership roles at school or university or volunteering for a local sports club or community group.
Consider how you express yourself. We are looking for professionalism in your cover letter and CV.

[Apply here](#)



If successful, we will invite you to complete an online video interview to complete relevant online assessments.

The video interview is an opportunity for you to showcase your interest and passion for your chosen career path, so relax and let your personality shine through!



The final stage is an interview with the hiring manager and another team member. It could be in person at one of our offices or online via video call.

This is a chance for you to go into more depth about your studies and work experience and how this relates to the role you applied for.

As much as it's about us finding out about you, it's an opportunity for you to find out more about the team and the day-to-day of the role, so please come prepared with questions!



If successful, we will call you to discuss your offer and send you an official contract.

Our top tips for your application

1

DEMONSTRATE YOUR UNDERSTANDING OF OUR BUSINESS.

Look at our website, follow us on social media or read through our latest thought leadership pieces in the Ideas Hub to understand our core values and how they help us to design with community in mind.

2

SHOW YOUR AUTHENTIC SELF.

Our success is built on our people. We want to know the real you and to understand how your values and qualities align with our culture. Sharing your interests and hobbies outside work can help us understand what motivates and inspires you. If you have a blog or online portfolio, share the details in your application.

3

MAKE SURE YOU ANSWER THE QUESTION.

Keep answers concise and informative. Give real-life examples from work experience or study that explain:

- Situation (your job/course at the time)
- Tasks (what you needed to do)
- Actions (how you did it)
- Results (how it turned out)

4

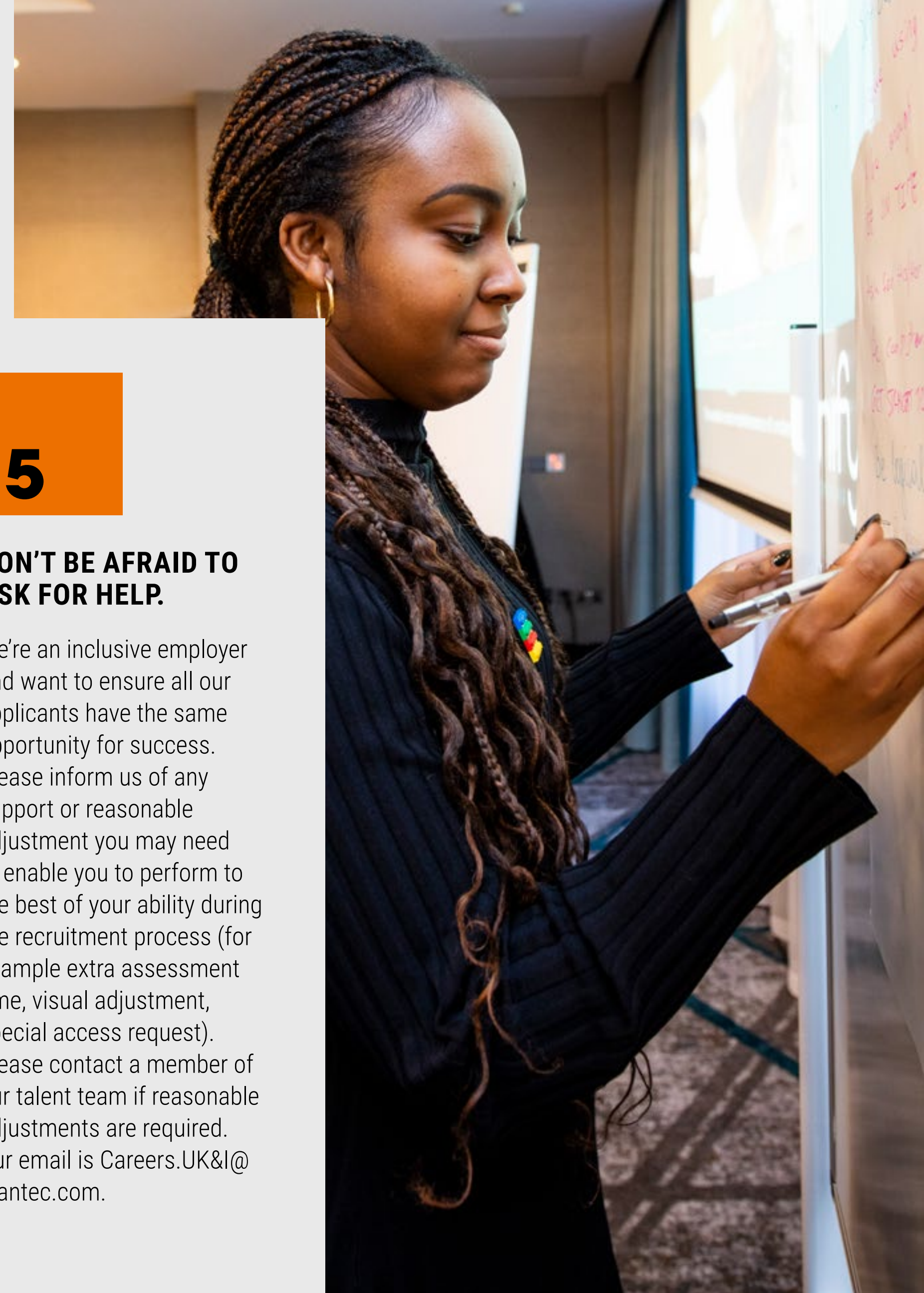
FOCUS ON WHAT MAKES YOU UNIQUE.

No two applicants are the same. We all have different skills and experiences to bring to the role, so take the time to determine what makes you unique. Think through the expertise, personality traits and experiences you have gained and how they make you an ideal candidate.

5

DON'T BE AFRAID TO ASK FOR HELP.

We're an inclusive employer and want to ensure all our applicants have the same opportunity for success. Please inform us of any support or reasonable adjustment you may need to enable you to perform to the best of your ability during the recruitment process (for example extra assessment time, visual adjustment, special access request). Please contact a member of our talent team if reasonable adjustments are required. Our email is Careers.UK&I@stantec.com.



Graduate Programme FAQs

Can I apply for more than one role?

Yes, but please tailor your cover letter to each specific role. Ensure you only apply for office locations you would like to be based in or see yourself relocating to.

When do job applications close?

Please refer to each specific job for closing dates. We strongly recommend applying as soon as possible as adverts could close earlier if we have sufficient applicants.

What happens after I submit my application?

Once you submit the application, our emerging talent team will do the initial screening. If successful, your application will go to one of our hiring managers for a second review. We aim to get back to everyone within three months, but this may vary. Due to applicant volumes, we

are unfortunately unable to provide individual updates.

What can I do if I need assistance with my application or any part of the selection process?

Don't be afraid to ask for help. We're an inclusive employer and want to ensure all our applicants have the same opportunity for success. Please inform us of any support or reasonable adjustment as a result of a disability, long term health condition, neurodiversity or other personal circumstances you may need to enable you to perform to the best of your ability during the recruitment process (for example extra assessment time, visual adjustment, special access request). Please contact a member of our talent team if reasonable adjustments are required. Our email is Careers.UK&I@stantec.com and a

member of our team will be happy to assist.

What happens if I am unsuccessful after the first stage?

We will notify you by email, but unfortunately, we cannot provide individual feedback due to the volume of applications received.

What degree disciplines do you recruit?

Please see our careers page and specific adverts for required degree disciplines.

When does the graduate programme start?

Our core intake dates are over the summer, June -September. We do however have intakes throughout most of the year. Start dates are dependent on the specific role and team. If an immediate start is required, this is stated in the job advert.

Does Stantec have a career development group?

Yes, we do. The Developing Professionals Group (DPG) gives

employees in the initial stages of their career the chance to develop both technically and professionally; to meet their colleagues and really be part of our global organisation. It's a truly international network that, in addition to planning regional and local activities, really gives a voice to our DPs (developing professionals).

Do you provide a permanent contract?

Stantec is proud to provide all its graduates with a permanent full-time contract supporting a long-term commitment to Stantec's early career professionals.

How long is the Graduate Programme and what does it involve?

Your Professional Development Programme includes early careers core training in your first three years. This provides an enhanced training period and a community to engage with throughout your initial Professional Development. Once you've completed the three-year graduate core training period, you

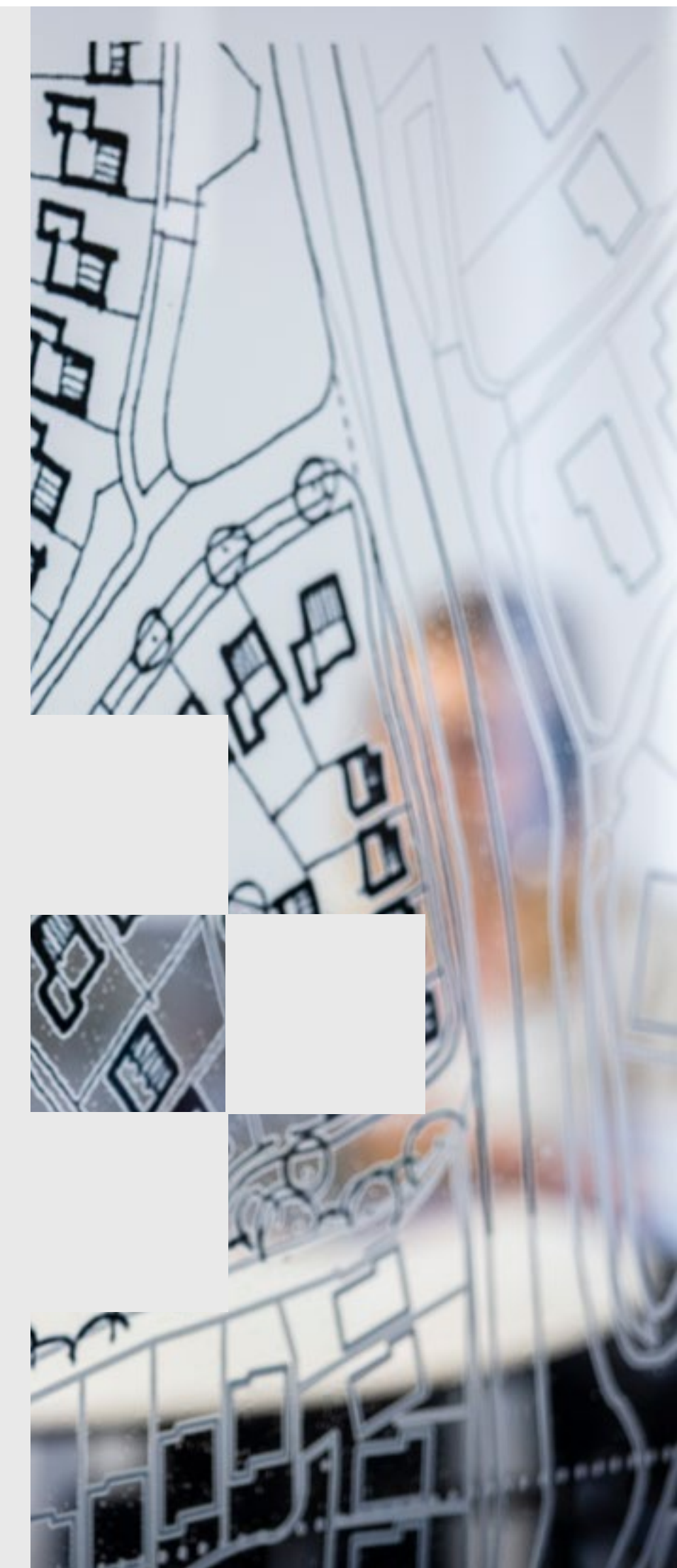
will continue to receive training and mentorship tailored to support your journey on becoming professionally chartered or qualified.

Where will I be based?

We have 28 offices in the UK and Ireland. Not every discipline recruit in every office, so please check the job advert for the specific location. The more flexible you are with location; the more opportunities there will be available to you.

Do you offer a rotational graduate programme?

Whilst we don't offer a formal rotational programme, we do encourage you to work with your mentor and manager to make the most of the extensive array of opportunities available across our sectors and geographies. Our multidisciplinary teams, the Graduate Programme, the Developing Professionals Group and our Communities of Practice can all help you get connected and develop your career in an exciting and growing business.



Major infrastructure projects across UK and Ireland include:



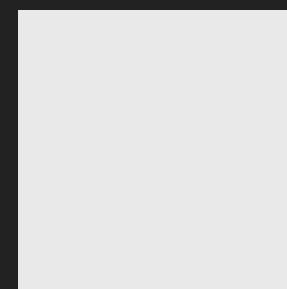
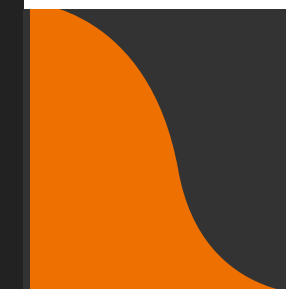
Join us in delivering transformative major infrastructure projects

We believe major infrastructure programmes should deliver real social value and economic development outcomes to the communities they serve.

At Stantec, we are proud to have worked on some of the biggest and most transformative infrastructure projects across the globe that address climate change, economic development, social inequality, adaptability and resilience.

We deal with today's challenges, but also keep a fairer, better tomorrow in sight, looking at how we deliver clean growth, support radical changes in our economy and meet the needs of future communities.

Join a team that designs with community in mind.



Find out more

Climate Solutions >

We know our greatest influence on improving climate outcomes stems from the creative, innovative, and integrated Climate Solutions we provide to our clients and communities.

Digital (Stantec.io) >

Our experts are working with digital solutions teams to develop creative, technology-forward approaches.

Energy Transition >

Helping to ease our energy sector's evolution into a resilient, sustainable future.

Visit www.stantec.com/uk/careers/graduates-apprentices

Inclusion & Diversity >

Leading with inclusion brings our work to the next level.

Employee Benefits >

Competitive and flexible, our benefits focus on your wellbeing as a Stantec employee.

Our Locations >

Take a look at all of our offices throughout the UK and Ireland.

Connect with us



Contact us for more information -
careers.UK&I@stantec.com
Tel: +44(0) 1925 845000
Stantec.Jobs
#StantecCareers #StantecNextGen

