



Ready

to start your own
Stantec story?

WITH EVERY COMMUNITY, STANTEC REDEFINES WHAT'S POSSIBLE

Introduction

Your long-term career with one of the top design firms in the world starts here!

WE'RE EXCITED
TO ANNOUNCE
THAT APPLICATIONS
FOR OUR 2027
GRADUATE
PROGRAMME ARE
NOW OPEN.

Stantec is a global leader in sustainable engineering, architecture, and environmental consulting. The diverse perspectives of our partners and interested parties drive us to think beyond what's previously been done on critical issues like climate change, digital transformation, and future-proofing our cities and infrastructure. We innovate at the intersection of community, creativity, and client relationships to advance communities everywhere, so that together we can redefine what's possible.

We have been working with our clients and communities in the UK for over 150 years. With around 4,000 people working in integrated regional teams across the UK & Ireland. We plan, design, deliver and manage the development and infrastructure needed to support the creation of sustainable, healthy and prosperous communities.

Our teams provide effective and relevant solutions, translating our client's vision into valued consents, deliverable plans for projects and programmes, and efficient designs for delivery, based on technical excellence and deep market insight.

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.

Great things happen when people with talent and determination come together to create what couldn't be done alone.

At Stantec, we don't just know this - we live it - and we're looking for people like you who do the same.



4,000⁺

Total UK Staff

30

Locations across the UK

450

Offices across 6 continents

10

Top 10 global design firm

34,000

Employees Globally

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.

Bringing our values to life

We are defined by more than our services. We are defined by what we stand for, what we believe, and why we do what we do. We make a difference in the world by creating communities. This is our purpose.

When we say community, we mean everybody with a stake in the work we do—from the clients we collaborate with across many sectors, to the populations we reach, to the thousands of us working together to serve them.

Our promise, our values, and our voice support our purpose and guide us in all that we do.



OUR VALUES



WE PUT PEOPLE FIRST

People are at the heart of everything we do; they give our work purpose. That's why we listen to and design for the distinct needs of our clients—and those who live and work in the communities we serve. It's why we prioritize the safety of everyone our work touches. And it's why we define fulfilling careers for our own people, helping them set and then surpass their individual goals.



WE DO WHAT IS RIGHT

We approach every project as a partnership, because our work creates a lasting impact on our clients' communities. We are accountable to these communities—to strengthening them, and making them resilient for whatever the future may hold. Integrity guides what we do, which means that we make the right choice even when it's the tough choice.



WE ARE BETTER TOGETHER

People are at the heart of everything we do; they give our work purpose. That's why we listen to and design for the distinct needs of our clients—and those who live and work in the communities we serve. It's why we prioritize the safety of everyone our work touches. And it's why we define fulfilling careers for our own people, helping them set and then surpass their individual goals.



WE ARE DRIVEN TO ACHIEVE

We believe that transformation—in our work and in ourselves—is truly possible. We're defined by our entrepreneurial spirit and our unwavering pursuit of not only what's next, but also what's best. Bringing imagination and determination to every challenge, we leave no angle unexplored. As a result, we deliver the excellence that propels communities to success.

Who we are

We’ve been working with clients and communities in the UK for over 150 years. With over 4000 people working in integrated regional teams across the UK, we plan, design, deliver and manage the developments and infrastructure needed to support the creation of sustainable, healthy and prosperous communities.

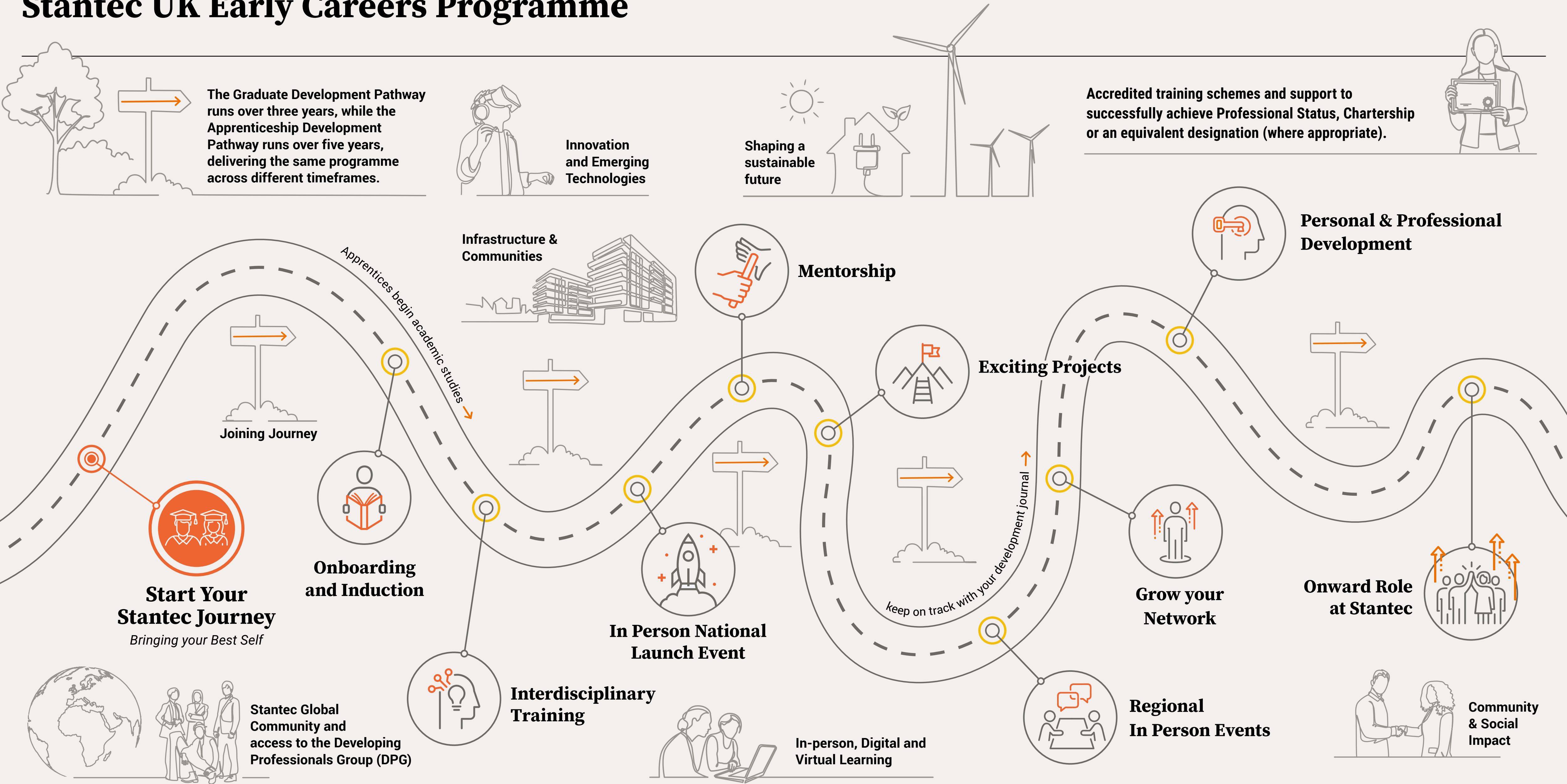
We work across energy, water, major infrastructure, environmental services and much more. Our recent work includes the largest smart water network scheme in the UK to completely automate clean water networks; guidance on how to define social value; the first ever wastewater treatment works to deliver biodiversity net gain; championing a radical concept to harness energy from stationary EVs; reimagining residential developments to move beyond traditional on-plot parking; multi-disciplinary services for the first major pumped storage scheme to be built in the UK in over forty years; a walking and cycling network to change how people travel and improve safety; and the first design guidance document of its kind to prioritise walking and cycling over the needs of cars.

Global reach. Local presence.



Click to view information on each of Stantec’s services in the UK

Stantec UK Early Careers Programme



Stantec Proud

Work-life balance is much more than managing working hours effectively, it is also about behaviour and understanding. At Stantec, our people-first culture promotes a culture of trust, support, and flexibility such as via the WorkLife Charter which sets out eight work-life values.

We're committed to making mental health and wellbeing support accessible to everyone through an amazing network across our UK offices that includes mental health first aiders and neurodiversity champions.

Employees can access specialist information, advice, and treatment when they need it, whether that be through dedicated internal wellbeing pages, through our Employee Assistance Programme, or by opting into our private healthcare scheme. Our annual wellbeing initiatives equip employees with tools and information to take care of their physical and mental health.



Most Influential Employee Network & Resource Group

GRC World Forums

Top Global Design Firms

ENR

World's Top 10 Most Sustainable Companies

Corporate Knights



World's Top Female-Friendly Corporations

Forbes

Glassdoor's Best Places To Work 2025

Glassdoor

International Consultancy Of The Year

New Civil Engineer



Stantec in the Community

Inspiring the next generation

The STEM Outreach programme team at Stantec work hard to make a difference inspiring young people to view STEM careers, including with Stantec, as a viable career option and spend time engaging with the education system through schools and colleges to support students through the UK&I.

We now have 41 STEM Office Leads across 31 UK offices with additional support from their teams of volunteers. The work those teams do with school engagement sets the groundwork for many young people to begin their journey to become the next generation of engineers.

Through their journeys and positive experiences our STEM team have engaged with and influenced students of all ages and abilities and the team is growing larger each year. We are delighted to have built relationships with around 102 events over the past year (Jun-Jun), spending over 1,000 hours engaging with over 13,000 students. at a variety of events including, delivery of careers advice and mock interviews, competitions, STEM clubs, climate education, special design projects and science fairs.



Developing Professionals Group

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 organisation.

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.

“As someone who has grown through the DPG, I’ve seen first-hand the impact it can have. It creates a space where people feel connected, supported and empowered to take that next step in their career. Through national and local initiatives, we’re able to build real networks, create opportunities to engage with leadership and give back to our communities, while helping developing professionals feel more confident, visible and part of something bigger across Stantec.”

SAFA GHANEM, CONSULTANT



Community impact

Through our community pillar, the DPG supports mental health charity partnerships across the UK and Ireland, working with local organisations to deliver fundraising, volunteering and awareness initiatives. These partnerships help support vital services while encouraging open conversations around mental health.

Four Pillars

DPG chapters around the world plan and execute initiatives aligned with the network’s four pillars, where peers support one another, learn, grow their leadership skills, and meaningfully influence the company’s future. By immersing members in all aspects of our organisation, connecting them with colleagues and senior leadership, giving back to the community, and building professional skills, we help them bring their best selves to Stantec.

European Activity Challenge

The DPG also brings colleagues together globally through initiatives such as the European Activity Challenge. This annual challenge encourages teams across the region to stay active through friendly competition, promoting wellbeing and strengthening connections between colleagues across different offices and countries.



Socials at Stantec

At Stantec, you will build your career and develop alongside like-minded professionals. Collaboration is fostered through fun and engaging team activities, knowledge-sharing sessions and social events, to help you to form long-term relationships with your colleagues that can extend beyond the workday.



Our better together culture



Employee Resource Groups

At Stantec, we invite, embrace, and celebrate differences. Great ideas can come from anywhere and anyone. And those ideas take shape, come to life, and have meaningful impact when we come together. Our culture puts people first, is collaborative and inclusive, and welcomes diverse perspectives; recognising that we’re better when we work together.

With our approach to mental health, inclusion, diversity, and employee engagement, I’m committed to improving the lives of our teams.”

BECKY CLARKE
**SENIOR GLOBAL INCLUSION,
DIVERSITY, & EQUITY CONSULTANT**

Employee Resource Groups (ERGs) play a vital role in supporting this culture. An ERG is a group of employees who voluntarily work together raising awareness, building community and providing support. Our ERGs in the UK are Persons with a Disability (PWD), Women at Stantec, Pride, Reach (covering ethnic diversity), Military and Veterans (MAVA), and Neurodiversity at Stantec.

Being a part of Stantec means being part of something bigger - a sense of community and a feeling of acceptance.

What are we doing to help?

Stantec has numerous IDE Councils across our global organisation, including a Neurodiversity Employee Resource Group (ERG) to celebrate and embrace the unique minds and strengths of our neurodivergent colleagues. Each council have one important job: to execute our Inclusion, Diversity & Equity strategy. Through dialogue, research, and action, each council drives the creation of practices, goals, and objectives to help us achieve a workplace culture where every individual feels welcome and valued and achieves their potential.

Providing Support

We are committed to providing support to all our employees—at application, onboarding, or throughout their career. We will work to provide appropriate accommodations to any potential or existing employee to enable them to be the best that they can be while working for Stantec.

Pride
at Stantec

MAVA
at Stantec

PWD
at Stantec

Reach
at Stantec

Women
at Stantec

Neurodiversity
at Stantec

Meet our Graduates



Annie Marshall Graduate Digital Consultant

Tell us about your role...

I joined Stantec as a Graduate Digital Consultant in September 2024, based in the Edinburgh Office. As part of the Data and Digital Solutions team, I apply data science and analytical techniques to projects across the UK water sector, supporting data-driven decisions. My role involves working with complex datasets, developing automated workflows, creating visualisations, applying analytical techniques, and collaborating with project teams to turn data into meaningful insights.

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

One of the standout projects I have been involved in since joining Stantec has been developing a tool to support project teams to streamline data analysis, visualisation, and report writing. The project involved collaborating with colleagues from different disciplines to understand the challenges they face when processing data and identifying insightful information. A clear workflow was developed, which entailed combining multiple datasets, and producing consistent, repeatable outputs. I particularly enjoyed the combination of technical problem solving and collaboration, as it gave me the opportunity to better understand how teams across the business use data to support decision making.


As part of the Data and Digital Solutions team, I apply data science and analytical techniques to projects across the UK water sector, supporting data-driven decisions.



Ada Muszalska Graduate Urban Designer

What attracted you to a career at Stantec?

I was first attracted to Stantec because of its collaborative approach and the opportunity to get to design throughout the UK. A year in my field, this still rings true. It is really rewarding to me working with people in completely different fields, as we all learn from each other. My projects so far have been dotted throughout England, Scotland and Wales. As someone who was not born in the UK, this has also been a useful way to discover the country.

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

I have been very fortunate to have the chance to work with an amazing team of colleagues, who always support me with any issues I encounter, and have the patience to explain why we do the things we do. As my confidence has grown, I have been trusted with more responsibility, allowing me to take ownership of projects while knowing I have support whenever I need it. I have also had opportunities to attend training sessions, collaborate with different teams and gain experience across a wide range of project types, all of which have helped me develop both professionally and personally.


As my confidence has grown, I have been trusted with more responsibility, allowing me to take ownership of projects while knowing I have support whenever I need it.

Meet our Graduates



Peter Innes Graduate Civil Engineer

Tell us about your role...

I'm a Graduate Civil Engineer working in the Water Sector and serve as the Bristol Water Carbon Champion. My role involves designing and managing water infrastructure, including upgrading sewage treatment works to boost capacity and contaminant removal, reducing overflow spills, and installing new water distribution networks. As Carbon Champion, I support projects in managing embodied carbon and ensuring all processes are followed to minimize it. Working at Stantec has offered a diverse range of projects that keep me engaged and continuously learning.

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

My Standout project has been a large pipeline development in the South of England. This is a part of a larger pilot scheme that is aimed to allow river abstraction to continue despite lowering river flows by recycling water back into the river. This project has everything, environmental studies, geotechnical, large mechanical elements and very long large pipes. The multi-day pipe walkovers, hydraulics calculations. Civil design has been a perfect blend of technical, theoretical and reality. The scale has made the work very exciting. The work behind making a long-distance pipeline is immense and can only be truly appreciated when you are involved.

Civil design has been a perfect blend of technical, theoretical and reality. The scale has made the work very exciting.



Daria Rudnicka Graduate Process Engineer

Tell us about your role...

As a Graduate Process Engineer in the water and wastewater sector, I help deliver projects that improve water quality, protect the environment, and benefit local communities. My role involves understanding treatment processes, participation in site visits and identifying opportunities for improvement. As a team, we develop safe, sustainable, and cost-effective solutions through process design, mass balances, process diagrams in collaboration with multidisciplinary teams.

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

One of the standout projects I have worked on is at Hanningfield Water Treatment Works, which supplies over 240 mega litres of drinking water each day to communities across Essex and Suffolk. I joined the project to help address algae blooms in the raw water source, which can affect treatment performance and water quality. As I developed knowledge of the site, I became involved in several additional projects, gaining valuable experience and responsibility. Working closely with senior engineers and the client, I contributed to studies, technical assessments, and design documents.

As a team, we develop safe, sustainable, and cost-effective solutions through process design, mass balances, process diagrams in collaboration with multidisciplinary teams.

Meet our Graduates



Robert Kingham Graduate Utilities Consultant

Tell us about your role...

Utilities Consultants at Stantec help to shape projects from the early stages, ensuring developments work in practice from a power, water, and telecommunications perspective. This information is relayed to the client in the form of utilities CAD drawings and reports, which require good technical knowledge and written communication skills. With major investment in the UK's electricity network, it's an exciting time to be in such a fast-evolving industry full of challenges and opportunities. My team is incredibly diverse, with expertise spread across disciplines, from geography to electrical, mechanical, and process engineering, has been both enjoyable and incredibly rewarding as I continue to grow in my role.

Why should others join the Stantec team?

It's a fantastic company to work for, with exciting opportunities always on the horizon. The breadth of projects and disciplines at Stantec means you can see how your team's work contributes to wider infrastructure projects, from pre-planning to construction. Most importantly, it's the people. Stantec is full of supportive and talented individuals who genuinely invest in your growth, whatever stage you're at in your career.

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Emily Sparks Graduate Environmental Water Quality Consultant

Tell us about your role...

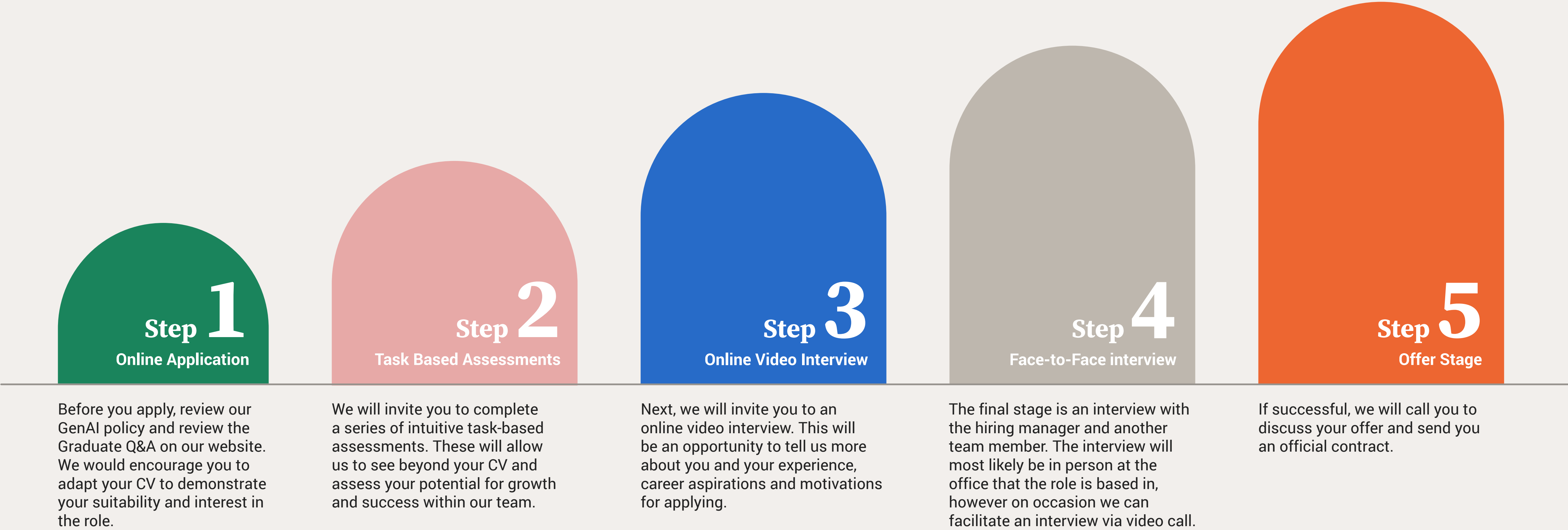
I'm a Graduate Environmental Water Quality Consultant based in Stantec's Bristol office. I work on a range of projects focused on protecting and improving the water environment, supporting sustainable development and better water quality outcomes. My role involves analysing environmental data, undertaking water quality assessments, and helping clients address challenges such as pollution management and regulatory compliance. As an early-career consultant, I'm continuing to develop my technical expertise and industry knowledge while contributing to meaningful environmental projects that help create a more sustainable future.

What do you enjoy most about your role?

One of my favourite things about my role is the combination between technical work, site experience, and the people I work with. I've had the opportunity to contribute to large-scale projects, visit sites to see how our work translates into the real world, and continuously develop my skills through a wide variety of challenges. The social aspect of the team is also something I really appreciate. Everyone is approachable and supportive, and there's always an opportunity to learn from those around you. I've also enjoyed getting involved in STEM events and outreach activities, which have allowed me to share my experiences and encourage others to consider careers in the industry.

The mix of project work, professional development, and team culture keeps the role both engaging and rewarding.

Graduate Application Process



For further information on our application process, please see:

Graduate Programme FAQs

Can I apply for more than one role/location?

You can apply for multiple roles, however, please ensure each application is tailored towards the specific role and is in an office you can travel to/see yourself relocating to.

When do job applications close?

We strongly recommend applying as soon as possible as our adverts may close early once we have sufficient applications.

What happens after I submit my application?

Our talent acquisition team will review your application, and progress you to the next stage in the process should you be shortlisted. We aim to reply within three months, but this may vary due to applicant volumes. We are unfortunately unable to provide individual updates/feedback.

When does the graduate programme start?

Most of our graduates start in summer/autumn. If an immediate start is required, this is stated in the job advert.

Does Stantec have a career development group?

Yes! The Developing Professionals Group (DPG) is an industry-leading international network of early career professionals embedded in Stantec’s DNA. From making our offices friendlier to redefining early-career leadership and development, the DPG is an unparalleled platform for our professionals to reach their full potential and build inspired careers at Stantec.

Do you provide a permanent contract?

We pride ourselves on being able to offer graduates a permanent full-time contract with us, supporting our long-term commitment to Stantec’s early career professionals.

Do Stantec provide sponsorship?

For most of our graduate and apprentice roles, applicants must have the unconditional right to live and work in the UK for an indefinite period without limitation. Any variations in Right to Work requirements will be stated on the advert of the specific role.

How will I be supported in gaining Chartered status?

Achieving professional registration (such as CEng, IET, ICE, or APM) is a shared goal. From your first week, you will be paired with a mentor who will help align your day-to-day project tasks with the specific competencies required by your professional institution.

What does the Graduate Development Programme involve?

Our Graduate Programme includes core consultancy and business training throughout your first three years at Stantec. The programme provides an enhanced training period and a community to engage with throughout your initial Professional Development. Once you have completed the core three-year training period, we will continue to provide tailored training and mentorship to support your career progression, including assistance for those working towards attaining professional status.

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/manager to make the most of the extensive array of opportunities available. 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 at Stantec.

What is your stance on the use of Gen AI in our recruitment process?

AI can be a valuable tool to enhance your application; however, it shouldn’t replace your unique voice. [Read our advice.](#)

What is the hybrid working arrangement?

We ask our graduates to come into the office 4 days per week, to ensure that colleagues can provide the appropriate level of support.



click on the links below to apply and see our full FAQs

Join us in delivering transformative major projects

Please click on the circles to view more information on each of Stantec’s major projects across UK

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 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 redefines what’s possible.



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.



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.



Sustainability Report

One of the most powerful ways we put people first is through our commitment to sustainability.





Contact us for more information:

careers.uk@stantec.com

Stantec.Jobs

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