

Ready

to start your own
Stantec story?

Join us as an apprentice



Discover your potential at Stantec

We're excited to announce that our 2025 Apprenticeship Programme is now open.

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

Stantec is a global leader in sustainable design, planning, and scientific consulting. Our technical specialists are at the forefront of innovations that help communities plan for climate change, enhance biodiversity and environmental health, provide social value, develop economic opportunities, and create a sense of place and well-being.

The Stantec community unites more than 31,000 colleagues working in over 450 locations across 6 continents.

We envision a world where infrastructure has a positive outcome for everyone, water is protected, natural systems are valued, biodiversity is respected, economies are circular, nothing gets wasted, development is responsible, everyone can access renewable energy, and society is just.

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.



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.

LandAid

Stantec named 'Partner of the Year' at LandAid Awards

We're proud to support LandAid, a charity working to bring an end to youth homelessness. Last year, nearly 136,000 young people in the UK approached their local council for housing support because they were facing, or at risk of facing, homelessness.



World's Best Employers

Forbes

Top Global Design Firms

ENR

World's Most Sustainable Companies of 2024

TIME

World's Top Female-Friendly Corporations

Forbes

Best Place to Work

New Civil Engineer

International Consultancy of the year

New Civil Engineer



Who we are

We've been working with clients and communities in the UK for over 150 years. With over 3000 people working in integrated regional teams across the UK and Ireland, 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&I



UK&I 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
	Community Development

	Computing Platforms & Advanced Analytics
	Construction Management & Inspection
D	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	Heritage
	Hydrogen Mapping
	Hydrology & Geochemistry
I	Industrial & Logistics Consultancy
	Information Management Systems
	Infrastructure Management & Pavement Engineering
	Intelligent Transportation Systems
L	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
	Resilient Adaptation & Mitigation
	Risk Assessments
	Road User Charging
S	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

Stantec Together ❤️

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 £24 million into community organisations around the globe, taking our total to £47 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.

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.

Inspiring the Next Generation

We are happy to announce an award win, the STEM Inspiring the Next Generation award at the Somerset Business Awards.

The submission focused on the extent and impact of our work in Somerset, led by the Taunton Office STEM team. In line with Stantec's culture of doing what is right, their STEM ambassadors volunteered their time because they are passionate about engaging with younger members of the local community. They also benefited from the opportunity to enhance their personal development by boosting communication, confidence and creativity skills. The volunteers openly shared their successes, discussing them during office forums to inspire and motivate colleagues and to advance a culture of fairness and inclusion.

Through their journeys and positive experiences, our STEM volunteers have engaged with and influenced hundreds of students of all ages and abilities, by delivering these activities, students can begin to appreciate and pursue STEM through the opportunities out there on their doorstep.

"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



Stantec UK&I Apprenticeship Programme (Level 6)



Your Development



Your apprenticeship kicks off with meeting your new team and dedicated mentor, and attending induction sessions in the first few days, setting the stage for your career. You'll quickly dive into charting your professional development by setting up your CPD (Continuing Professional Development) and DAP (Development Action Plan) logs and begin to record your knowledge, skills and behaviours.

Knowledge

Knowledge refers to the technical detail and 'know-how' that you need to both attain and understand to carry out your duties. Some of these will be specific to your occupation, but some may be broader such as reporting, training and technical drawing courses.

Skills

This is where your knowledge is applied in a practical manner. Skills will have been learned through both experiences, and off-the-job training from your manager, mentor and broader project team

Behaviours

Behaviours are mainly referring to your mindset changes. Do you think in a way that is required for the duties you are expected to carry out? These don't just have to be instinctive; they can be learnt too!

"Having been given the opportunity to work on a variety of projects, attend various events with my teams, as well as the upcoming apprenticeship event, has allowed me to gain invaluable experiences, meet many new people, and enjoy all that Stantec has to offer. This is my first job and yet I have been supported in a way that leaves me confident in my ability work in a challenging and enriching environment."

Harry McCloud, Digital Apprentice

Once you've completed both your academic qualification and logged your knowledge, skills and behaviours that demonstrate you can put that learning into action, you'll complete a final review.

The final review at the end of your apprenticeship (sometimes called an End Point Assessment or EPA), allows you to demonstrate that you have achieved the aims of the apprenticeship and are set to continue your career as a competent and independent professional.

In most cases, successfully passing your review will also earn you a professional qualification with an Institution or Professional Body. These independent and industry respected qualifications are a fundamental certification of competency and capability in professional careers.

You will complete your final review in conjunction with a professional qualification and many of our apprentices graduate with, for example, engineering technician or incorporated engineer status.

Further information about your apprenticeship will be provided upon the issue of your apprentice handbook as regional differences may apply.

All the information can be found using the following links:

Beyond classroom learning, you'll collaborate on exciting group projects, sharpen your leadership skills, and connect with like-minded peers. Our digital platform and in-person events provide endless opportunities to learn and grow. And don't forget about our thriving **Developing Professionals Group** – your support network for every step of the journey.

How will a Stantec apprenticeship benefit me?

Earn whilst you learn.

Whichever apprenticeship route you take, your tuition and qualification fees are on us.

Be guided.

Receive mentoring and coaching to support your professional development journey throughout and beyond your apprenticeship.

Join our early careers community.

The Developing Professionals Group are your ready-made support network.

Get rewarded.

We have flexible benefit options to suit you. From gym memberships, discounts and buying annual leave, it's your choice.

This is just the start.

Benefit from our bespoke development programme and a full-time contract.

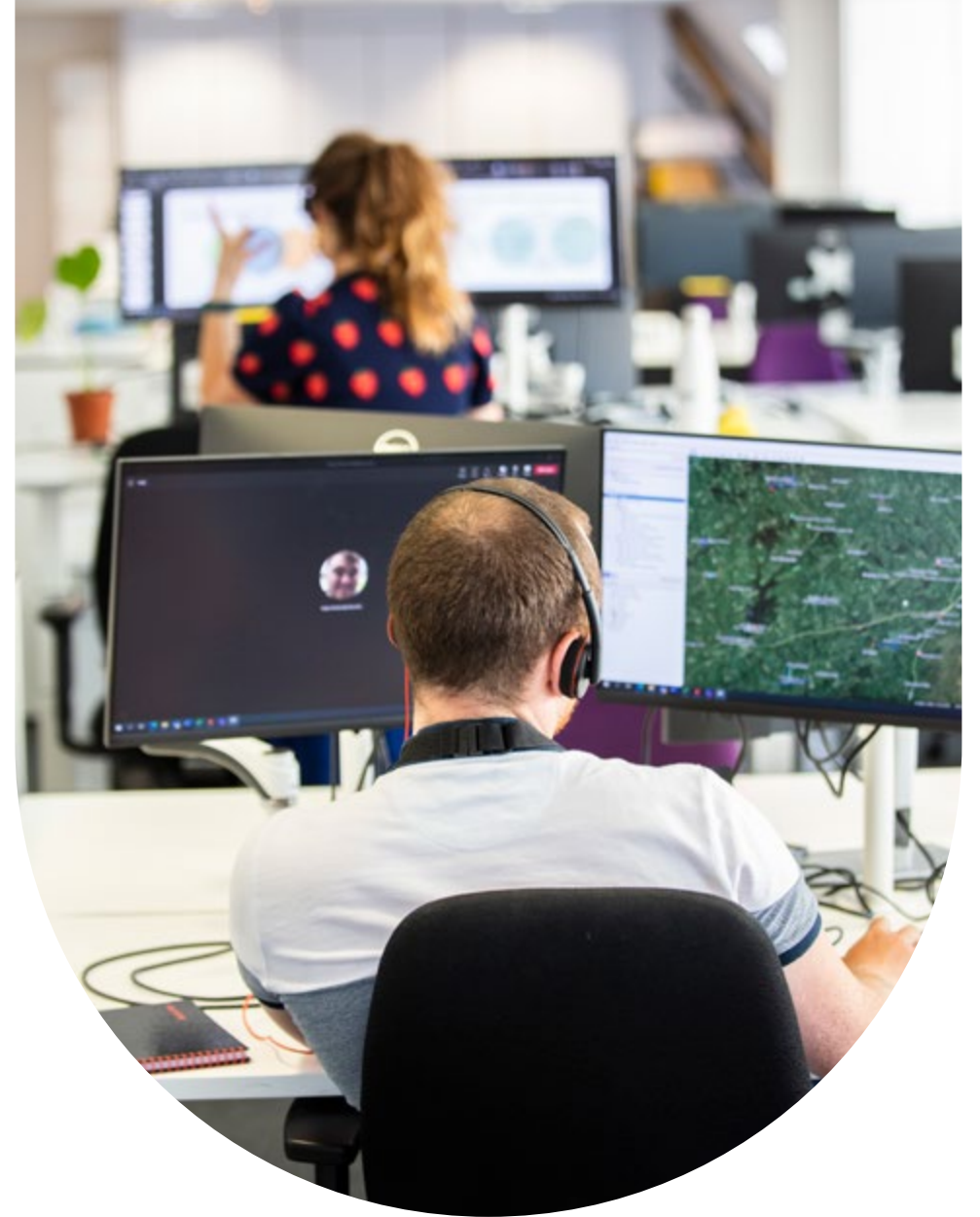
Go global.

Those in the early stages of their career are given the chance to develop both technically and professionally and really be part of our global organisation.



“A major advantage of an Apprenticeship Scheme is that you gain the experience needed to become professionally qualified. I attained my professional engineering status of Incorporated Engineer within a year of completing my degree and I’m now working towards Chartered Engineer.”

**Matthew Chandler,
Senior Engineer (former apprentice)**



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.

“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, Assistant Transport Planner

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. Other Employee Resource Groups in the UK&I are: **Persons with Disabilities (PWD@Stantec); Women@Stantec; Indigenous Connections@Stantec; Pride@Stantec; BLK ERG@Stantec; Military and Veteran Advocates (MAVA@Stantec); Asians@Stantec and Latinos in Stantec (LiS).**



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 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?

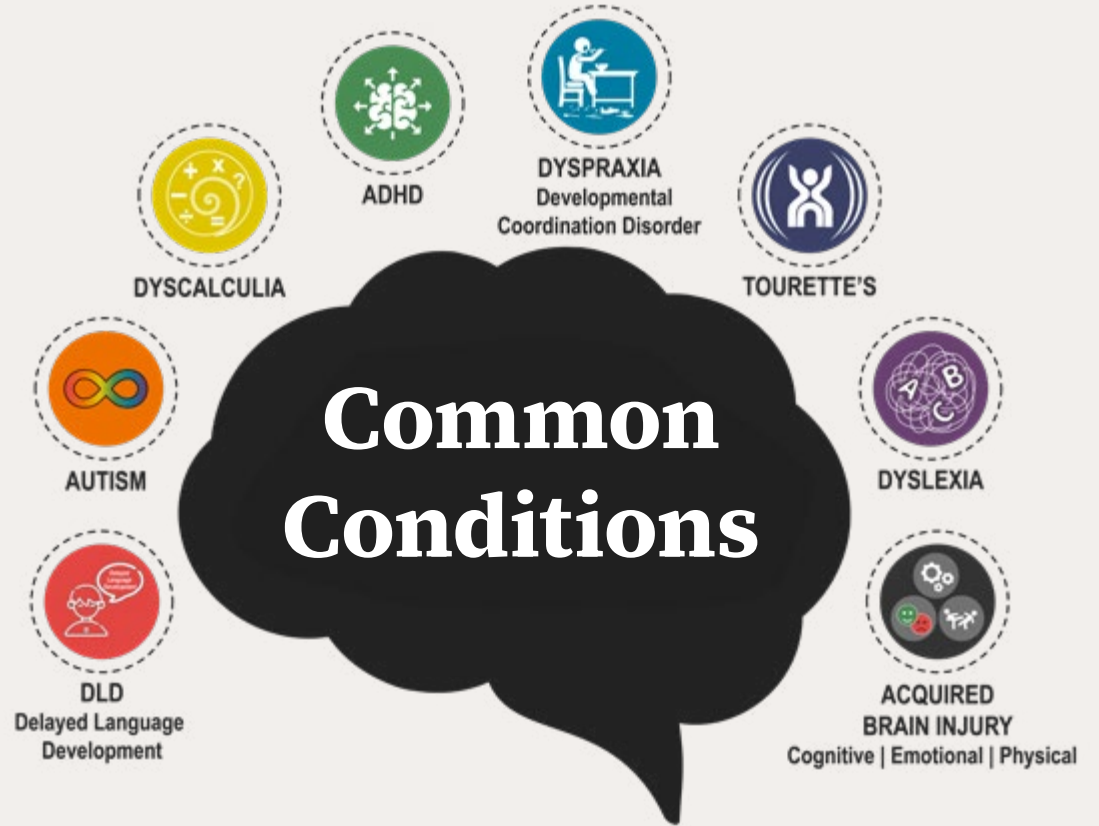
During the application process we can work with you to ensure that you have the best experience possible. This can include making adaptations to the recruitment process to ensure that you have equal opportunities and experiences.

What do you need to do?

We believe in open, honest conversation. If you need any additional support during the application process please ask our team who can discuss this with you.

"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



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.



We have completed Lexxic's new Neurodiversity Smart@ assessment, and based on this we are delighted to be accredited as 'Neurodiversity Smart@: Committed'.

Career Stories



Harry McCloud Digital Apprentice

What attracted you to a career at Stantec?

Stantec as a company is incredibly community and environment-focused, showing a sense of ethics that a lot of companies simply do not. This, as well as the inclusivity within Stantec made the company stand out from the other software-oriented apprenticeship offerings. The apprenticeship route has always been appealing to me, since I gain the experience and qualifications I need to thrive in this industry straight out of A-Levels, without having to take student loans. Having a role with such great career prospects so early in my life is a privilege I am very grateful for. Additionally, Stantec's many offices across the country means that I can start a new chapter of my life far from my hometown while keeping the same role and network of friends that I have made in my time here.



The apprenticeship route has always been appealing to me, since I gain the experience and qualifications I need to thrive in this industry straight out of A-Levels.

What do you enjoy most about your role?

Working with a variety of people from many different walks of life to help better the wider community in a meaningful and impactful way is incredibly fulfilling; working in clean water provides unique and interesting problems to solve that ultimately lead towards a better environment for those living in the areas in which we work. Combining this with my love of programming and data results in a role that I am very happy in, allowing me to grow professionally and enhance my technical skills.



Ibrahim Ali Apprentice Civil Engineer

What attracted you to a career at Stantec?

What attracted me to a career at Stantec is the company's commitment to creating sustainable, community-focused solutions that align with my passion for impactful engineering. Stantec's global presence and diverse project portfolio offers unparalleled opportunities for professional growth and learning. It's collaborative work culture, which values innovation and inclusivity, is highly appealing. Additionally, Stantec's emphasis on mentorship and continuous development ensures I can thrive and contribute meaningfully to transformative projects.



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What do you enjoy most about your role?

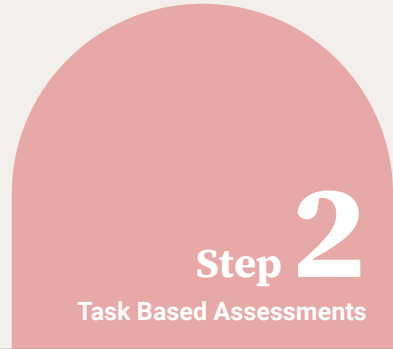
What I enjoy most about my job is the dynamic blend of creativity and technical precision. Working with CAD software like AutoCAD and Civil 3D allows me to transform conceptual ideas into detailed, actionable designs. I love producing drawing packs that are critical for client approval and ensuring smooth project execution. The role challenges me to leverage technology effectively and solve complex problems, which keeps my work engaging and rewarding. Seeing my designs come to life in real-world construction is incredibly fulfilling.

Apprentice Application Process

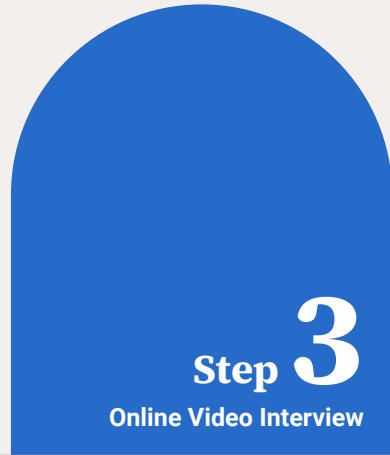


Before you apply, review our GenAI policy and review the Graduate Q&A on our website.

Make sure you adapt your CV and cover letter to demonstrate your interest in the role.



We will invite you to complete a series of intuitive task-based assessments. These will allow us to see beyond your resume and assess your potential for growth and success within our team.



Next, we will invite you to an online video interview. This will be an opportunity to tell us more about you and your experience, career aspirations and motivations for applying.



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.

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.

For further information on our application process, please see:

Our top tips for your application

1

Research Stantec

Have a look at our website and social media pages to understand what sort of projects we get involved in and how we 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)
- **Reflect**
(what you learned)

4

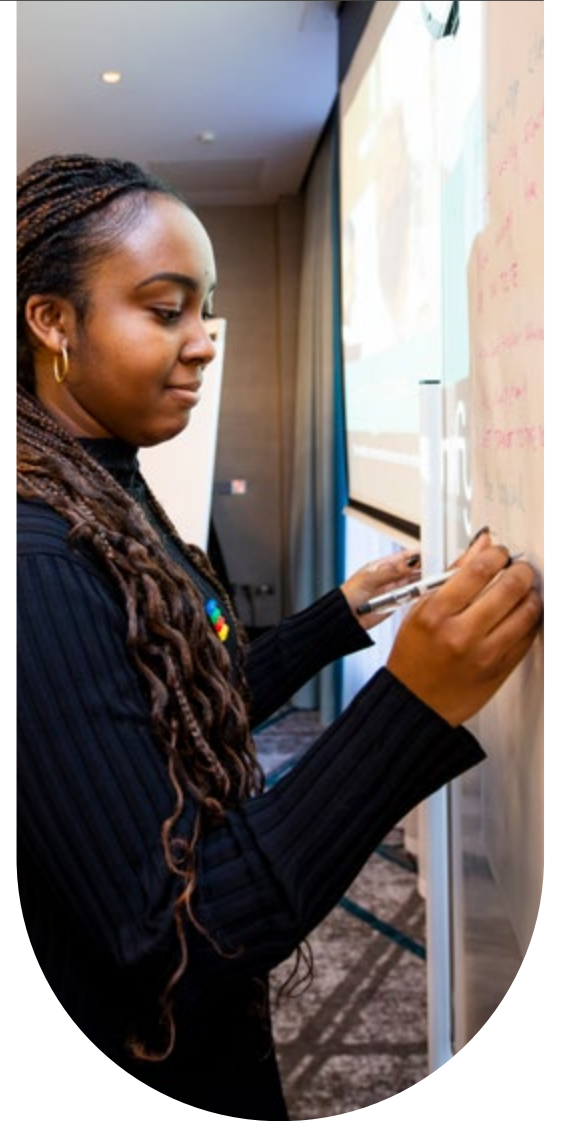
Focus on what makes you unique

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.



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 and Ireland

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.

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.

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

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**With every community,
we redefine what's possible**