



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 2026 GRADUATE PROGRAMME ARE NOW OPEN.

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 32,000 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.

4,000⁺

Total UK Staff

30

Locations across the UK

450

Offices across 6 continents

10

Top 10 global design firm

32,000

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.

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 is proud to be a long-standing supporter of WaterAid and their vital work to provide clean drinking water and improve sanitation and hygiene across the globe. Our commitment is demonstrated through various fundraising initiatives, campaigning, and raising awareness of WaterAid's mission with a team of volunteers present across our UK offices. Each year we fundraise thousands of pounds by participating in initiatives and fundraising through internal events, WaterAid events and UK water industry partner events, which helps contribute to WaterAid's life-changing projects.



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



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 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.



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

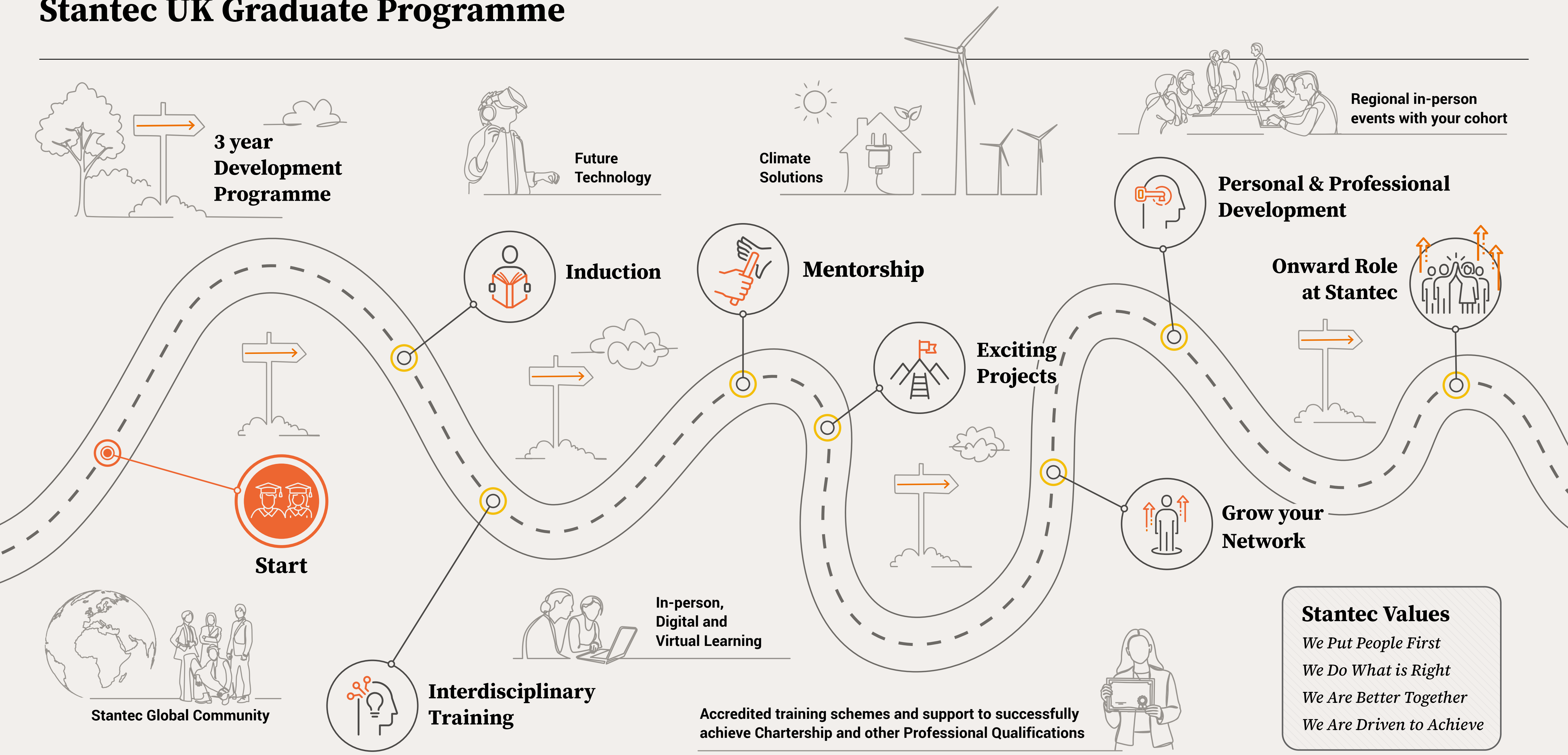
The STEM Outreach programme team at Stantec work hard to make a difference inspiring young people to view STEM careers, including with Stantec, as a viable career option and spend time engaging with the education system through schools and colleges to support students through the UK&I.

We currently have 29 STEM Leads working over the Stantec 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 170 educational settings just in the last 12 months engaging over 20,000 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.



Stantec UK Graduate Programme



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, TRANSPORT PLANNER

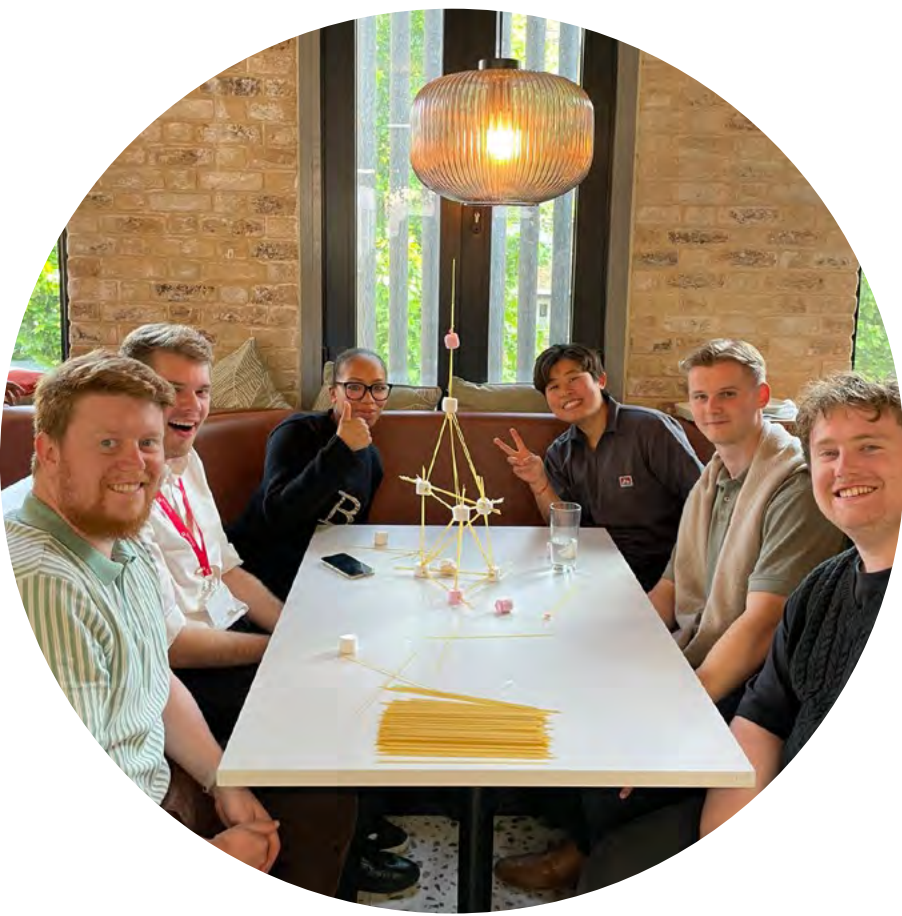
Bring your authentic self to work
We create opportunity by inviting, embracing, and celebrating differences.

Our UK Employee Resource Groups work together on initiatives to create a welcoming, inclusive and supportive environment for all. These groups support the efforts of our Inclusion, Diversity and Equity Councils. Other Employee Resource Groups in the UK are: Persons with Disabilities (PWD@Stantec); Women@Stantec; Pride@Stantec; Military and Veteran Advocates (MAVA@Stantec); REACH@Stantec and Neurodiversity@Stantec.



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.



Inclusion, Diversity & Equity (IDE)

At Stantec, we create opportunity by inviting, embracing, and celebrating differences. This goal remains at the heart of our efforts to champion inclusion, diversity & equity (IDE) throughout our organisation. We're proud of the progress we've made and our vision for the future. IDE is now deeply embedded in our organization. We are committed to improving diversity and inclusion through connection, which is increasingly important as we grow and evolve.

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.

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 appropriate reasonable adjustments 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 contact: careers.UK@stantec.com.



Meet our Graduates



Balint Sido Graduate Hydraulic Engineer

My role at Stantec as a hydraulic engineer graduate is a slight departure from my degree of chemical engineering but applies a lot of the principles of fluid dynamics that I covered in my studies. Essentially, hydraulics considers the physics and flow of fluid through a system, which, of course, is a major factor in the water industry. Much of my role involves simulations, modelling, and sense testing systems to establish that fluids will be able to pass the flows they are required to.

What attracted you to a career at Stantec?

I came across Stantec quite accidentally during my job search in my final year of uni. It stood out to me as a strong, forward-thinking, and renowned firm in the engineering industry, which aligned strongly with the kind of company I was looking to work for. When searching for a role, I prioritised finding a company that had a track record of finding creative solutions to the problems of today while working towards a clean future.

Being a large, multinational company, Stantec offers fantastic career progression with mentorship that comes from seasoned and experienced seniors. Particularly in engineering, this is key to learning quickly and effectively on the job. Following my productive interview with my prospective line manager, I knew this company would be a great fit for me!

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Will Storey Graduate Air Quality Consultant

Tell us about your role...

As a Graduate Air Quality Consultant, I undertake a range of air quality assessments across diverse sectors, including residential, water, and energy. These assessments often include atmospheric dispersion modelling and ambient and indoor air quality for planning and permitting. I also work on creating air quality monitoring networks, analysing the data they provide, and offering technical input for air quality education projects.

What I enjoy the most about my role:

What I enjoy most about my role is the variety of projects I have the opportunity to work on. This diversity has enhanced my skill set, helping me develop into a more well-rounded Air Quality Consultant. It has also enabled me to collaborate with colleagues across Stantec, building my professional relationships.

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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.

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Mia Macfee Graduate GIS Analyst

I joined Stantec in October 2023 as a graduate geographic information system (GIS) analyst in the Leeds office. My role within the Digital Services team involves working on projects across the UK water industry. We strive to deliver meaningful data-driven insights to projects as innovatively and efficiently as possible for both internal teams and clients. This can take the form of data visualisation via maps, dashboards, and Environmental Systems Research Institute (Esri) experiences, or the development of unique automated geospatial analysis tools, to help streamline and optimise project work.

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

Since joining Stantec, I've worked analytically on a range of projects that include GIS-based contaminated land and pollution pathway assessments. Working with my team, I tested the performance and viability of multiple, newer smart monitor types for observing water quality, both in the wastewater network for signalling levels and in the river watercourse. It was rewarding to be using data-driven techniques to inform decision-making towards improved river health.

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Meet our Graduates



Olivia Fenwick Graduate Urban Drainage Modeller

Tell us about your role...

As a graduate urban drainage modeller, I use hydraulic models to simulate wastewater and stormwater flows, helping identify storm overflows that require investment. This supports water companies in meeting the Government’s Storm Overflow Discharge Reduction Plan, aimed at reducing the frequency and environmental impact of sewer overflows. My daily responsibilities involve updating and calibrating network models, assessing overflow performance, and testing practical, cost-effective solutions.

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

Since joining Stantec, the graduate programme has given me a strong foundation in both technical skills and professional development. I've had meaningful opportunities to present to clients, take part in school outreach, and join initiatives like the Land Aid Sleep Out—all of which have helped me build confidence and a stronger sense of purpose. Stantec also places a strong emphasis on career progression, especially towards chartership, with access to mentoring, clear guidance, and a culture that encourages continuous learning.



Josephine Bruford Graduate Urban Designer

Tell us about your role...

I’m a graduate urban designer within Stantec’s Masterplanning team. I contribute to the design and development of sustainable, inclusive, and future-ready urban environments. My role involves supporting senior designers and planners in delivering masterplans for a wide range of projects, from small-scale housing schemes to larger mixed-use developments. So far, I’ve been involved in various stages of the design process, from site analysis and concept development to producing documents that effectively communicate our vision to clients and stakeholders. It’s a dynamic role that helps me strengthen my core design skills but gain knowledge by working within multidisciplinary teams.

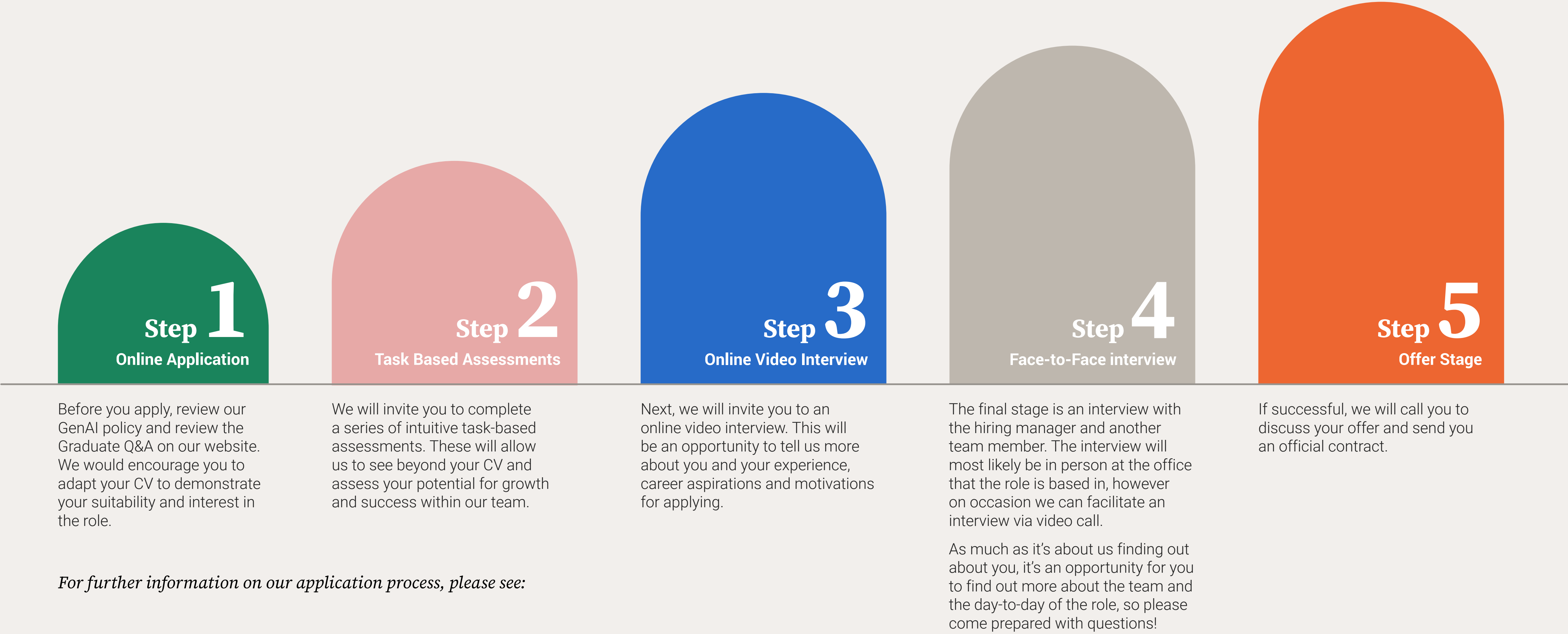
What has been the standout project for you during your time at Stantec?

One of the most interesting projects I’ve worked on involved creating four vision documents for two adjacent sites, each with two development scenarios—one for leisure and one for residential uses. I helped design diagrams to show how each proposal would work and compiled contextual information to highlight the site’s potential. The contrasting schemes made it exciting to explore different design approaches and collaborate with the multidisciplinary team to present compelling, tailored options to the client.

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Graduate Application Process



Graduate Programme FAQs

Can I apply for more than one role?

Yes. Please tailor your CV 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?

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 your application, our early careers team will do the initial screening. 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 happens if I am unsuccessful after the first stage?

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

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, we do. The Developing Professionals Group (DPG) gives employees in the initial stages of their career the chance to develop both technically and professionally and enables national and global collaboration. It's a truly international network that, in addition to regional and local activities, really gives a voice to our Developing Professionals.

Do you provide a permanent contract?

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

Do Stantec provide sponsorship?

For the majority 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.

What does the Graduate Development Programme involve?

Your Professional Development Programme includes core 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.

Where will I be based?

We have a national presence across the UK. Not every discipline will recruit in every office, so please check the job advert for the specific location.

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. 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 [here](#).

What is the hybrid working arrangement?

We ask our graduates to come into the office 4 days per week, to ensure that colleagues are able to 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

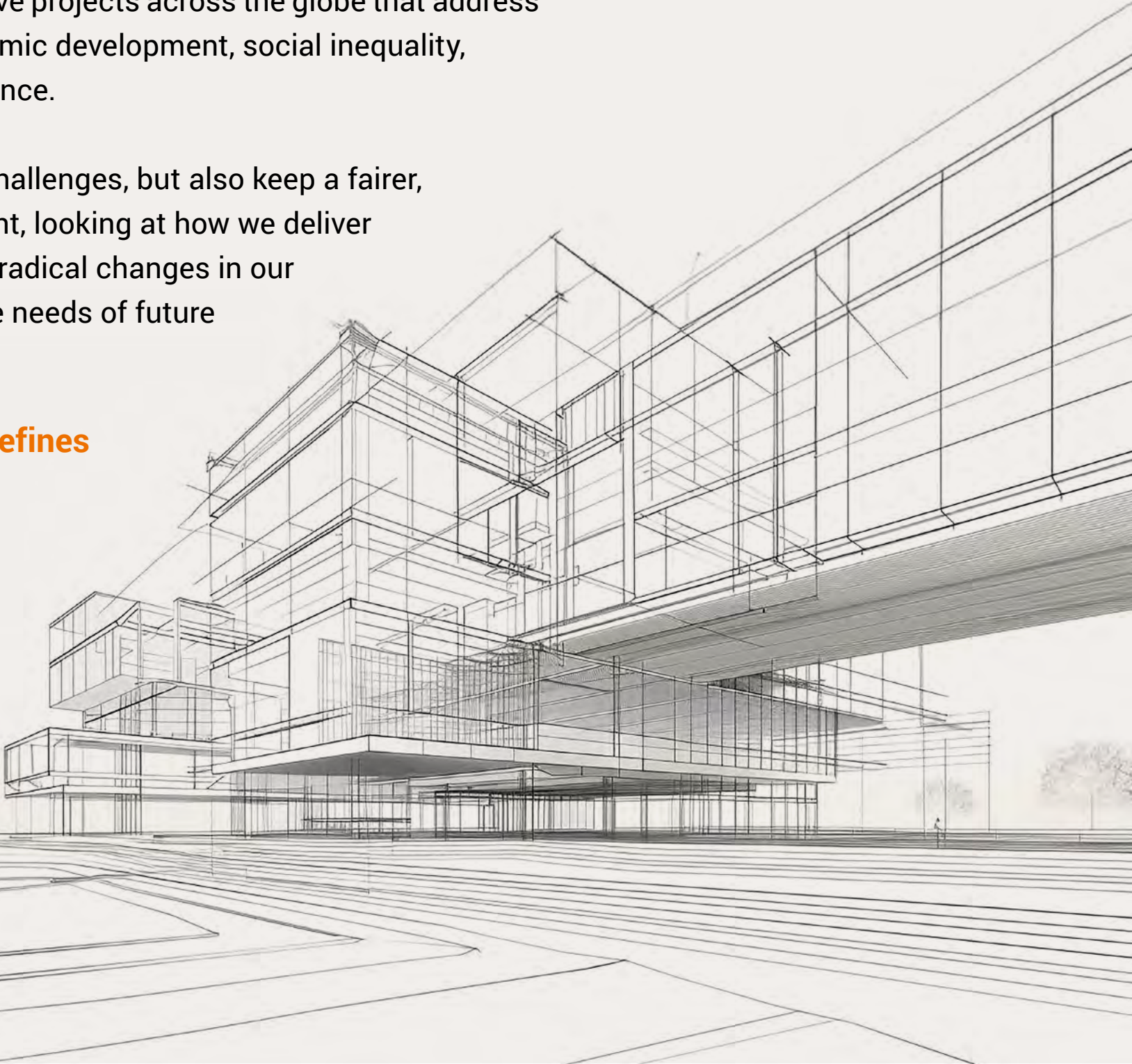
Please click on the circles to view more information on each of Stantec’s major projects across UK

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.



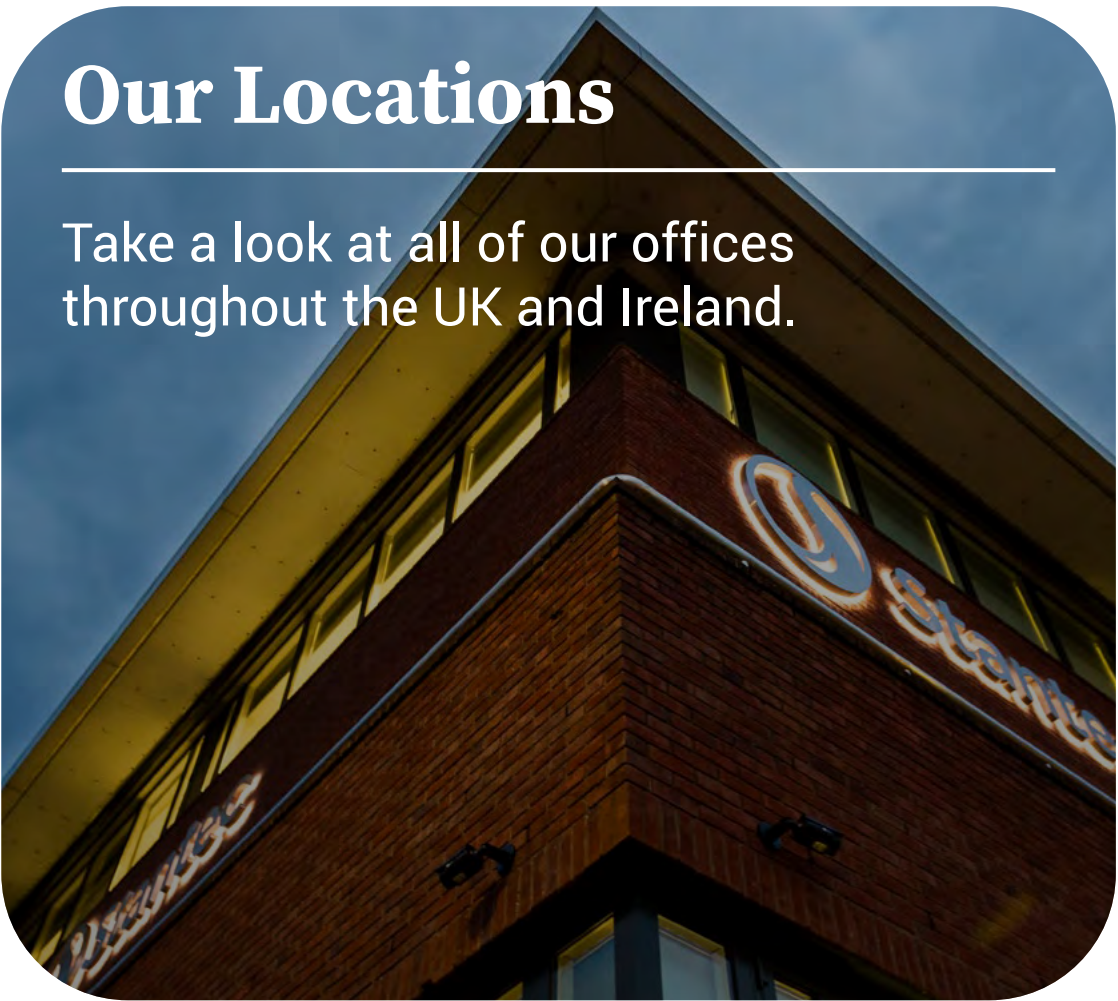
Employee Benefits


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



Our Locations

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





Contact us for more information:

careers.uk@stantec.com

Tel: +44(0) 1925 845000

Stantec.Jobs

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For further information, please visit
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With every community, we redefine what's possible