



Summer Internship FAQs 2026

Your questions, answered

If you're thinking about applying to our Summer Internship Programme, you might have a few questions - and we've got you covered.

Why do an internship at Scottish Water?

At Scottish Water, our Summer Internship Programme empowers you to gain hands-on experience, tackle real challenges, and contribute to shaping Scotland's future. This isn't just a summer job - it's an opportunity to make a real impact. As part of our team, you'll play a key role in delivering essential services and infrastructure that help Scotland flourish every day.

You'll be joining us at a fascinating time, as we transform into a more agile, innovative organisation that delivers outstanding service, delivers great value for money, and works in an environmentally sustainable way that goes beyond Net Zero.

It's your chance to bring your studies to life by working on real-world projects, honing your practical skills, and taking steps toward your future career goals.

Our internships provide meaningful, hands-on experience, opportunities for personal growth, and a pathway to our Graduate Programme. Impress us during your placement, and you could earn a glowing recommendation from your Placement Manager - and, if a suitable role is available, secure a spot on our Graduate Programme the following year.

As an intern, you'll contribute to innovative projects in key business areas, helping us deliver outstanding service to our customers. The programme kicks off in June and is hosted across several locations in Scotland.

About you

To thrive as an intern, you'll bring a passion for making a positive impact in our business and delivering exceptional customer service. You'll embrace the opportunity to learn, take ownership of your development, and make the most of this exciting experience.

We're looking for individuals who:

- Communicate effectively
- Work well in a team
- Adapt to change with flexibility
- Tackle challenges with determination
- Seize every opportunity to grow

You'll also embody our Scottish Water Characteristics: **Bold, Responsible, Inspiring, and Caring.**

Curiosity is key - you'll use your analytical skills to solve problems, make thoughtful recommendations, and confidently share your ideas with us.

Our internships are open to students in their penultimate year, on track to achieve at least a 2:2 degree in a related field. Specific skills or experience relevant to the role will be detailed in the job advert.

Is there an application deadline?

We'll be accepting applications for the following 2026 internships, **until midnight on Sunday 8 February:**

- Biodiversity
- Chemistry
- Construction & Engineering Project Management
- Data Science
- Environmental Sustainability & Net Zero
- Legal
- Microbiology
- Procurement & Supply Chain
- Risk Analysis
- Scientific Analysis & Logistics
- Water Sampling

What happens during the selection process?

Our selection process consists of **just two stages:**

Step 1: Online application

It couldn't be easier to apply! Pick the internships (there could be more than one) that best suit your skills and interests and apply through our careers page before the closing date - midnight on Sunday 8 February.

But here's the thing: We get thousands of applications for our internships each year. What makes the best candidates stand out?

- CVs that tell us more than what grades you earned over the years. Show us what you've learned. What you love. What your aspirations are.
- Cover letters that tell us why you're interested in Scottish Water (and the internships you're applying to).
- People who use their application to demonstrate that they are Bold, Responsible, Inspiring and Caring.

Step 2: Face-to-face Interview

Our recruitment and hiring teams will review your application and let you know as soon as possible whether you have been selected to this second and final stage. Final face-to-face interviews will happen during February and March. Where you can give us a good grilling too. We'll help you prepare by sharing the interview questions in advance.

All our new Interns will start together at the beginning of June for a 12-week summer internship, finishing at the end of August. You'll learn more about the organisation, meet our leaders, visit some of our operational sites, start making friends, and have a lot of fun.

Can I use AI in my application?

We're always keen to get to know the real you. If you'd like to use AI tools to help you draft or review your application, that's completely fine - just make sure what you share reflects your own experience and voice. We're looking for thoughtful, honest answers that tell your story.

Top Tip: Try writing a first draft of your CV or application yourself, then use AI to help improve structure or clarity. Let it polish your words, not replace them.

How will we support you during your internship?

We're committed to providing exceptional support for our interns. You'll be part of a team of highly skilled professionals who will inspire and guide you to make the most of your time with us.

At the start of your internship, you'll join a 1-day, in-person induction event alongside your fellow interns. Throughout your placement, you'll have opportunities to develop essential 'meta-skills' during your day-to-day work and through a dedicated, face-to-face workshop.

Your Placement Manager will work closely with you, helping you reflect on your progress, build your skills, and achieve key development and project milestones.

We embrace hybrid and agile working approaches to support our team's success. If you'd like to explore flexible working hours during your internship, we'd be happy to discuss options that work best for you.

Pre-employment screening

Job offers at Scottish Water are conditional, and will be confirmed on completion of our preemployment screening, e.g. referencing, criminal record checks, license checks, etc. Screening is conducted on our behalf by a third party and must be completed before your start date. Don't worry - we'll only start these checks once you've accepted an offer.

I have a question that is not covered above, who do I contact?

Please contact the team at: earlycareers@scottishwater.co.uk