

On this page you can read answers to the most frequently asked questions about our Graduate Programme.

What happens after the programme finishes? Will I still have a job?

As a graduate within Scottish Water, you are on a permanent contract. Towards the end of your programme we will identify opportunities within the business and discuss these in line with your career preferences to ensure we get a fit that's best for the business and you.

At the end of your graduate programme, it is expected that you are actively ambitious and looking to move within the company. We'll continue to support you with this wherever possible and rest assured the development doesn't end when the graduate programme does!

How do I apply?

You will be able to complete an application form via our external careers page from 31 October 2023 until 17 December 2023 by clicking [HERE](#).

Is there an application deadline?

The closing date for applications will be 17 December 2023.

Application process.

The selection process will involve online testing and face to face meetings. These tests & meetings should take place throughout January / February 2024.

Do you require a certain degree classification?

For our graduate programme the minimum criteria is a 2:2 degree classification. For some of our roles we would especially encourage those graduating with a Master's level qualification to apply.

Is it a general scheme or do you recruit for specific disciplines?

At Scottish Water, we have two graduate programmes:

1. Specialist Graduate Programme
2. Management Graduate Programme

For our Specialist Graduate Programme, specific disciplines are required, these will be detailed in the advertisement information for the role and will be specific to the area of the business the role will be based. In recent years we have recruited specialists in the following areas: Engineering, Process Science, Construction Management, Procurement, Quantity Surveying, Technology & Innovation, Risk Management, HR and Finance, Analytics and Business Management.

Similarly, our Management Graduate Programme may require a specific discipline which will also be detailed in the job advertisement. Typically, we look for someone with a STEM related background as it is suited to the area of the business that your placement will take place.

What is the salary package?

The starting salary for our graduate programmes has been increased to £28,500 per annum for the 2024 intake. A full list of our benefits can be found [HERE](#).

Are there any age restrictions?

No, our Graduate programme is designed to be open for all who meet the minimum criteria to apply.

Can I apply if I've completed my degree and started work already?

Yes, we welcome applications from anyone who has graduated within the last 5 years.

I have a disability; can I still apply?

Of course, Scottish Water supports all disabilities; just let us know if you require anything specific to help you from the very start of the process.

Do you support Work Permits?

We support valid work permits but do not sponsor them. You need to have a current right to work in the UK for the full duration of our Graduate Programme.

When do graduate recruits start?

The recruitment for 2024 will see graduates start with Scottish Water at the beginning of September 2024.

Can I defer my start date?

Unfortunately, we cannot accept deferred applications. If you're taking a gap year to broaden your horizons through travel, voluntary work or work experience, we would love to hear from you once you're back and ready to go.

Where could I be based?

Graduate placements are predominantly based in the central belt of Scotland with our main office locations being Edinburgh and Glasgow. However, we also have large office sites in Dundee, Aberdeen, Prestwick, Perth and Inverness, so you could be placed there.

Graduates will be required to travel between different offices and therefore a driving license is desirable.

Will working from home be an option?

We have been operating in an Agile working environment since 2013 so in many ways, we are used to our teams being in separate places during the working day. At Scottish Water we are now implementing 'Hybrid working', an evolution of Agile working which seeks to capitalise on the positives that we have learned through the Covid-19 pandemic. An individual's work location on a particular day is based on the "work to be done, the needs of the team and the needs of the individual".

Will there be other graduates starting at the same time?

Yes, you will be joining Scottish Water as part of a Graduate Cohort. While we cannot guarantee any will be working in the same area as you, there will definitely be others working across the business.

How is the graduate programme structured?

Depending on your role, the programme will be either 2 or 3 years long and will include a series of 6-month rotational placements. This could mean you participate in a variety of projects or move into different areas of the department. Placements are intended to provide opportunities to:

- Build and enhance business knowledge by gaining exposure to a variety of business environments, processes and systems
- Gain exposure to a variety of tasks
- Demonstrate your capability and performance
- Enable you to build internal networks
- Enable you to build confidence and credibility

What training is provided?

All graduates receive a comprehensive training plan throughout their 2 or 3 year graduate programme. This will involve a series of 6-month rotational placements, participating in a variety of different projects or moving around different areas of a department. Technical Skills, People Skills and Professional Skills will also be developed as part of the programme.

I have applied to Scottish Water before, can I re-apply?

Yes, you are welcome to re-apply although we cannot guarantee you'll make it to the same stage as before as this will depend on the quality and quantity of other candidates applying. You are also welcome to apply to other job adverts on our careers website.

Do you have to do shift work?

Not normally, although each part of the business will have its own working patterns which aren't always the traditional 9am to 5pm, Monday to Friday.

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

Please contact the Recruitment Team at the following e-mail address:

swrecruitment@scottishwater.co.uk