

# Graduate FAQs

## 2025



### Hoping to join us in 2025? Your Questions, Answered!

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

As a graduate within Scottish Water, you are on a **permanent contract**. During your programme you may experience placements in different areas as you develop skills and knowledge to prepare you for your substantive role. You'll be able to see which role we expect you to move into when you complete your programme.

At the end of your graduate programme, your learning journey continues. 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 18 November 2024 by **clicking [HERE](#)**.

#### Is there an application deadline?

The closing date for applications to our 2025 campaign will be **Sunday 22nd of December 2024**.



## What happens during the selection process?

Our selection process consists of **three stages**:

- Initial Application (CV/Cover Letter)
- Online Testing (via Talogy)
- Face-To-Face Interview

We'll keep you updated at each stage on the status of your application and will notify you as soon as possible if you have advanced to the next stage.

## Do I need 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. Any information you need to know on programme requirements can be found in the job advert.

## How is the graduate programme structured?

Depending on your role, your programme will be either 2 or 3 years long and will include a series of 6- or 12-month rotational placements. 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

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

Our graduate programme is designed to build on your strengths while giving you the opportunity to develop new skills which you'll need to flourish in your career.

At Scottish Water we have two graduate programmes:

- **Specialist Graduate Programme** - The specific discipline required will be detailed in the role advertisement. It could be Engineering, Quantity Surveying, Data/Digital Technology, Finance, Law, Sustainability, Science, Communications or Environmental specialisms.
- **Management Graduate Programme** - Typically there isn't a specific discipline required, but there could be specific skills detailed in the role advertisement. You will be developing towards a management position.

Depending on your destination role your programme length will either be 2 or 3 years. This includes a series of rotational placements and training opportunities to develop your skills.

## 2 Year Graduate Milestones



## 3 Year Graduate Milestones



### What is the salary package?

The starting salaries for our 2025 graduate intake will be:

- **2-year programmes - £29,000**
- **3-year programmes - £31,000**

Throughout your programme, you'll have specific milestones to aim for. As you reach each one, you'll have opportunities for salary increases, so your earnings

grow as you progress. Based on current figures, here's what you can expect at the end of your programme

- 2-year programme graduates can move into roles with a starting salary of at least £33,560.
- 3-year programme graduates can move into roles with a starting salary of at least £41,000.

This way, your hard work and achievements directly impact your earnings as you grow within the programme! The programme duration will be detailed in the advertisement.

Programme(s)	Starting Salary	End of Placement 1	End of Placement 2	End of Placement 3 / Substantive Role Salary	End of Placement 4 / Substantive Role Salary	End of Placement 5	End of Placement 6 / Substantive Role Salary
2-year Specialist Programme 2-year Management Trainee Programme	£29,000	£30,000	£31,000	£32,000	£33,560 Grade 6 Minimum		
3-year Quantity Surveyor Programme	£31,000	£32,750	£34,500	£36,250	£38,000	£39,500	£41,000 Grade 7 Minimum
3-year Engineering Programme 3-year Specialist Programme 3-year Management Trainee Programme	£31,000	£32,750	£34,500	£36,250	£38,000	£39,500	£41,000 Grade 7 Minimum

## How will I develop and be supported on the programme?

Our approach to learning means that you will learn and develop in three ways:

- **On the Job.** This includes your placements, projects and taking part in additional activities. These give you the opportunity to build business knowledge and your network.
- **Learning from Others.** This could be through mentoring or coaching but may also include spending time with people with expertise in a specific area. Your fellow graduates will have different strengths to you, so you can also learn from each other.
- **Formal Training.** This will either be training that your cohort of graduates will all undertake together (as seen on the above programme timeline) or training specific to your role or business area. This will cover Technical, People or Professional skills.

As well as your Placement Line Manager you will also be provided with a Development Manager, who will act as your coach and mentor throughout your programme. They will help you create a development plan, identify opportunities, and review your progress. They will make recommendations for your placements to

ensure you gain the appropriate experience before moving into your substantive role at the end of the programme.

You will also be supported by our Early Careers team who will help you to navigate your learning journey.

### **Are there any age restrictions?**

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 2025 will see graduates start with Scottish Water at the beginning of September 2025.

### **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?**

We have offices in **Edinburgh, Glasgow, Dundee, Stirling, Aberdeen, Perth, and Inverness**. You will be allocated an office or site base on joining us. This could change when rotating placements. Graduates will be required to travel between different offices. Check the advertisement to see if a driving licence is required.



## 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. 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.

## 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?

As part of your 35-hour week, you would not normally be expected to do shift work. 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: [swrecruitment@scottishwater.co.uk](mailto:swrecruitment@scottishwater.co.uk) or our Early Careers team at: [earlycareers@scottishwater.co.uk](mailto:earlycareers@scottishwater.co.uk)