



**Shape  
your  
future.**

**Discover. Challenge. Inspire. Grow. Learn. Lead.**







# The clear choice.

We're the UK's largest water and wastewater supplier. Each day we supply nine million people with fresh water and take away the waste of 15 million customers.

Being the size we are means:

- we have a variety of roles in lots of locations across our area
- we're really innovative and always looking for new ideas to move us forward (such as creating our own renewable energy)
- no two days are the same which makes our business even more exciting

But, even though we serve nearly a quarter of the UK's population, we're still like a big family and our employees are just as important to us as our customers. You'll hear more about our benefits, progression opportunities and why people choose to stay with us as you keep reading.

Follow us  
online



#shapeyourfuture



# The graduate programme.

We've built our graduate programme around the people who matter. You.

Throughout the programme you'll get to know our business, develop your leadership skills and we'll help you shape your future career.

We want you to make an impact so we'll give you real, hands on responsibility from day one.

**"With excellent support from senior leaders, you're able to experience multiple careers in one organisation."**

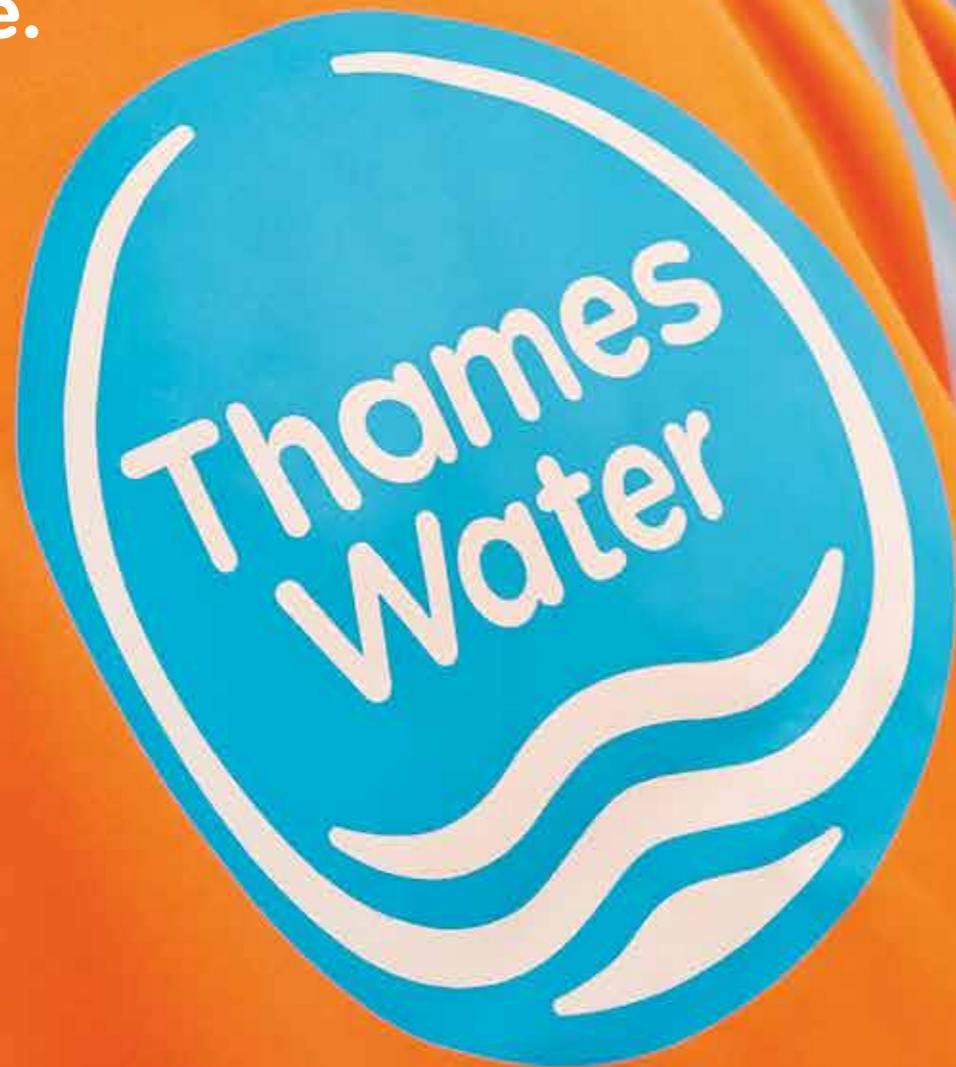
**- Emma**



**“I take a lot of pride in telling people I work for a business that provides an essential life resource.”**

**- Henry**

**We have a variety of roles across the business – there's something for everyone.**



## **About our roles.**

Our graduate roles include:

- Operational site management.
- Customer services.
- Engineering.
- Finance.
- Human resources.
- Commercial.
- Strategy and Regulation.
- Health and Safety.

## **How to apply.**

Our applications open from October and will close on a rolling basis. At each stage of the recruitment process you'll be kept fully informed on your progress and we'll always try to give you feedback.

You can find out more about the recruitment process in this brochure and online.

 [thameswater.co.uk/graduates](https://thameswater.co.uk/graduates)

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## Graduate programme explained.

The graduate programme has been designed around you to make sure you have the opportunity to maximise your potential in a specialist or management position.

0-6  
months

**Induction and business orientation:** You'll get a broad overview of our business, from the teams out in the field to the people in the core business functions. You'll learn how each role has a real impact on our day-to-day running.

6-12  
months

**Your personal development:** You'll have a strong support network to help make sure you're getting the most out of the programme. This is where you'll really be able to shape your future. You'll also go through a number of personal development training modules.

12-18  
months

**Shaping your future:** You will be coming to the end of the programme and we'll be supporting your continuous development and helping you get ready to make your next step up. And finally, to celebrate your success, you'll be invited along to the graduation awards. By this stage you'll be well established in your role and confident in your career path with us.



# All about you.

We celebrate differences. We're looking for graduates from a range of cultures and backgrounds to help make our business a success.

We like people who are passionate about their progression, have a thirst for learning and really want to make a difference. Whatever your degree, we believe you'll have something new and interesting to bring.



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# Meet our graduates.



## 1 Jyoti Pancholi

On the Finance Graduate Scheme I've had three placements, these are designed to develop core financial skills and broaden my business acumen. The best thing about my job is the people, I think they're truly a great bunch.



## 2 Afzal Ginwalla

Thames Water gives engineering graduates direct access to world-leading experts through the sheer scale of its major projects. On the programme you are given a large amount of responsibility.



## 3 Rebecca Weaving

Thames Water has been the perfect combination of responsibility early on, with a strong support network to ensure that you succeed. Graduates are really valued here and you get great opportunities to get involved in high profile business challenges.



## 4 Henry Badman

It's important for me to be able to take pride in what I do and to do something that has meaning. My current role has involved stakeholder management at high level and has taught me some really valuable lessons.

# In the spotlight.



## Emma Steele

**“With excellent support from senior leaders, you are able to experience multiple careers in one organisation.”**

**Joined**  
2012

**Interesting fact**  
I ran a sub 3 hour  
25 minute marathon  
raising over £1000 for  
WaterAid

After studying a Bsc in Geography and Msc in Environmental Management, I spent a few years exploring career opportunities but did not find the right role or company for me. I saw the Thames Water graduate scheme and instantly knew that this was the perfect fit for me.

The first thing I noticed when joining Thames Water was the huge amount of

support and investment that the business offered from day one. The graduate programme is a great way to open doors for you to succeed in any career path that you choose.

We work hard every day to deliver an essential service to customers and I feel proud that I work for such a fantastic company.



## Ed Dodman

**“If you join the programme don't say “no” - try everything and don't be afraid to make mistakes along the way.”**

**Joined**  
2010

**Interesting fact**  
Loves cryptic  
crosswords

When I was at university, I didn't have a clear view of what I wanted to do for the rest of my life. However, I wanted to be involved in a business that had a meaningful impact on people's lives, and started thinking about the water industry.

One of my first roles was managing a team of operators on our largest site in East London. I didn't get everything right, but

learnt so much about our business and how to lead and look after people.

The variety and the opportunities are great here. If you don't know completely where you want to end up but want to do something challenging and rewarding, I can't think of a better place to start your career.



**“We want to  
develop our people  
and support them  
to be the best they  
can be.”**

**– Bob Collington OBE, Managing  
Director, Wholesale Water**

**(Bob was a previous  
graduate on the scheme)**

# The added extras.

Because we're one big family, you'll get all of the great benefits our employees get - here are just a few:



**26**  
days holiday  
package



an interest  
free loan of  
**£5,000**



annual  
subscription  
to a  
professional  
body of your  
choice



you can join  
our fantastic  
**pension  
scheme**



access to our  
**'Benefits  
on tap'**  
scheme  
(savings on holidays,  
bills and shopping)



**£28k**  
starting salary



**wellbeing**  
Fruit drops,  
cycle to  
work, health  
checks



maternity  
and paternity  
packages



**CSR**  
Time to give,  
WaterAid and  
charity



share in our  
**success**

(like a savings account, but if the  
business performs well, you can  
make even more money)



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“It’s hard to think of many other industries that are as highly regulated or as important to everyday life as water and wastewater treatment is.”

Alex



# More than water.

## 1 We support WaterAid.

Our graduates play a key role in organising fundraising events for our charity partner, WaterAid. You can get involved in things like raft races, skydives, quizzes and the marathon.

## 2 Time to give.

Lots of people want to get involved in their local community and help out, but sometimes finding the time is hard. Each year, you'll get two paid volunteering days (on top of your annual leave) to get out and about and help in the community.

## 3 Pay it forward.

We value your knowledge and experience. Later in the programme you'll get lots of opportunities to help welcome future talent into our business, including mentoring opportunities, on campus events and one-to-one buddying.

Our previous graduates raised

**£10k**

for WaterAid





# Application top tips.

**1** Show us what makes you unique.

**2** Showcase your work experience, both on your CV and at interview.

**3** Always check your application for errors, attention to detail is key.

**4** Apply sooner rather than later. Take time to submit your best application.

**5** Ask us. We're here to help.

## Your application process.

- 1** Apply online
- 2** CV upload and application form
- 3** Online tests
- 4** Video interview
- 5** Assessment centre

We accept all degree disciplines and require you to be on track or have achieved a minimum of a 2:2. Check out the FAQ page on our website for more information.



Follow us  
online



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# Get in touch.



[thameswater@gtisolutions.co.uk](mailto:thameswater@gtisolutions.co.uk)



**020 7061 3438**

Our lines are open from 9am to 5pm, Monday to Friday, and closed on weekends and bank holidays.

