



Shape your future
with our graduate pathways.



What you need to know about us.

Let us tell you the story of one of the UK's largest water and wastewater suppliers in the UK.

We take care of water for **15 million people**. And because our population's growing by 100,000 people a year, we're always planning ahead to make sure everyone can continue to enjoy fresh, clean water.

This includes investing £2.5 million every day in modernising our Victorian water pipes, to help stop leaks and protect supplies. With **20,000 miles of pipes**, it's a big job, but we're on it.

We use our engineering know-how to deliver extraordinary amounts of water – around **18 billion litres** a week. Our tap water is world-class, with more quality tests than any bottled water.

We mustn't forget what goes into homes must come out, as we also turn **4.2 billion litres** of waste into power and fertiliser every day.

We're going through a period of exciting change in the water industry and need fresh, innovative and talented graduates like you to help us be the best in the business.



The Graduate Pipeline

The first thing you'll do is dive into our business. You'll learn all about waste, water and how we make London and the Thames Valley a beautiful, healthy and safe place to live.

We'll help you on your chosen pathway and provide you with diverse experiences, exposure, training and lots of support. It'll be tough so you'll need to push yourself to excel and be hungry to learn and grow.

So, what's on offer?

The Graduate Pipeline has three pathways to choose from:

Learning to Lead Pathway

This is a two year pathway that will teach you all about the industry. You'll have on the job placements and lots of development. You'll be our operational and technical site leaders of the future so we'll get you ready for this challenge with a mixture of technical and aspiring leaders training and hands-on experience. You'll get to meet senior leaders, technical experts and teams on the shop floor as you learn the ropes. You could be based in a sewage or water treatment works, a contact centre or our head office.

Finance Pathway

This specialist pathway will take you three years to complete during which you'll study for your professional qualifications. You'll get some great on-the-job experience with finance experts and work with business partners in a variety of our areas.

Engineering Pathway

This two year specialist pathway will give you exposure to the world of engineering from the bottom up. Including foundation training, you will get great on-the-job experience coupled with the elements required to become a fully chartered engineer.

No matter which programme you choose, you'll have a degree graded at a 2:2 or above, along with loads of energy, ideas and a determination to succeed.

You'll also complete several core elements:

- Business and personal development modules.
- Health and safety training.
- A charity business challenge.
- Time to Give volunteering days.
- Coaching.
- Mentoring and buddying opportunities.



Our operating area

It's fair to say our patch is big. You could be based in London or across the Thames Valley. You'll be happy to work anywhere and will be flexible around locations and travel.



All about you

Follow us
online



#shapeyourfuture

You are a real go-getter with a hunger for knowledge and a passion to succeed. You'll enjoy influencing colleagues and sharing your ideas and creativity. You will thrive on working together with others, respecting their views and valuing the diversity around you. You are humble and treat others the way you'd like to be treated.

Meet our graduates.



1

Roxie Steriu

You're given a lot of responsibility but also lots of support. This Scheme has given me the opportunity to develop my business skills and learn lots of new and exciting things about the industry.



2

Alec Briggs

The graduate scheme is varied, challenging and rewarding. I've managed a team of nine graduates for a WaterAid fundraising challenge and led a tap water bar at Notting Hill Carnival. There's also a great social scene with the rest of the graduates.



3

Cameron Jones

The Graduate Engineering Scheme has been hugely positive for me both professionally and personally. I have experienced project management and technical engineering while making friends. I feel very optimistic for my future at Thames Water.



4

Mubeen Mehmood

The programme was great for me as it allowed me to choose the direction of my career. It was made even better through the help and support of the talented people around me.

The added extras.

You'll get great benefits - here are just a few:



26

days holiday package
plus bank holidays



you can join
our fantastic
**pension
scheme**



the opportunity
to get an interest
free loan of up to

£5,000



**annual
subscription**
to a
professional
body of your
choice



£28k
starting salary



Take part in our
charity business
challenge:
Winnovators



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



You can give
something
back with our
'time to give'
scheme and
WaterAid charity
partnership

How to be great

We're looking for talented people who are passionate about reaching their full potential.

You will:

- Have a passion and drive to help customers.
- Have a desire to build a better future for the region.
- See development as a DIY project; you'll make it happen.
- Have great ideas that take us to the next level.
- Possess a desire to learn from others.
- Be ready to adapt to a changing world and new challenges.
- Love the environment and be an ambassador for all things green.
- Stay resilient. Sometimes it's challenging and tough but you'll learn and spring back.
- Work with people at all levels comfortably and with humility.
- Ask for regular feedback and be prepared to give feedback constructively to others.

Your application

You will be on track to achieve a minimum of a 2:2 or already hold this degree. We consider all degree disciplines for our 'Learning to Lead' pathway. For our specialist programmes we require relevant degree disciplines. Check out the FAQ page on our website for more information.



Your application process will include the following:

- Online application including CV and written questions
- Online tests
- Video interview
- Assessment centre

Our Top Tips to think about

- What unique skills would you like to showcase?
- Highlight your experience both on your CV and at the interview.
- Proofread! Give us plenty of detail and check for spelling and grammatical errors.
- Get your application in early; we need a bit of time to look through it.
- Questions? Just ask us and we'll help.



Get in touch.



thameswater.co.uk/graduates



thameswater@gtisolutions.co.uk



(0)207 061 3438

