

Ready to start your own Stantec story?

Join us as an apprentice



Kickstart your career

WE'RE EXCITED TO ANNOUNCE THAT OUR 2024 APPRENTICE PROGRAMME IS NOW OPEN.

As a member of our global community of driven, passionate, and smart professionals, you'll have a chance to grow and develop as a future leader and innovator. You'll work with a broad spectrum of talented and experienced colleagues who will offer fresh perspectives and help you learn the foundations of your professional practice whilst providing consulting and project services to our clients.

How often do you get to see a drawing become a reality? Have you ever touched, seen, or walked through something you helped design? We experience this every day.

At Stantec, you could help develop inventive and sustainable solutions that meet our clients' needs and touch every aspect of people's lives, from the roadways and bridges you travel on, to the schools you once attended, and the water you drink.

Join us and be a part of a team that designs with community in mind.



**AS AN APPRENTICE
YOU CAN LEARN
WHILST YOU EARN.**

**YOUR PROFESSIONAL
QUALIFICATION IS
ON US.**



Why Stantec?

CREATE YOUR OWN PATH

If you enjoy applying learning to real life situations, we've got the resources and subject-matter experts to help guide you as you discover your own career path. You'll have plenty of opportunities to get involved in exciting projects as part of a team, whilst learning through our learning and development programmes.

MAKE A DIFFERENCE IN YOUR COMMUNITY

As a professional services firm, we do more than design with community in mind; we also give with community in mind. From charity fundraisers to participation in local initiatives, we find creative ways to grow and support our communities. Be part of a team that takes an active role in your community.

BUILD RELATIONSHIPS

You'll have the opportunity to form many lasting relationships working as part of the Stantec team, partnering with client groups throughout the project life cycle to support the many communities we serve. Our programme will provide you with the skills you need to boost your confidence and build relationships throughout your career.

World's Best Employers

Forbes

Top Global Design Firms

ENR

World's Most Sustainable Corporations

Corporate Knights

Graduate of the Year

New Civil Engineer

World's Top Female-Friendly Corporations

Forbes

Employer of the Year

WTS International



Who we are

Stantec is a top tier global consultancy. We have worked with our clients and communities in the UK & Ireland for over 150 years.

We are consistently at the forefront of planning, design and delivery of infrastructure and development in the UK & Ireland and have a strong reputation with public and private sector clients on a diverse range of high-profile infrastructure and development projects.

Global reach. Local presence.



Stantec in the UK & Ireland

OUR PEOPLE IN NUMBERS

83
BUILDINGS

166
CORPORATE

89
ENERGY & RESOURCES

1011
INFRASTRUCTURE

47
BUSINESS SUPPORT SERVICES

1516
WATER

UK SERVICES

- A**
 - Acoustics & Vibration
 - Alternative Project Delivery
 - Applications Engineering
 - Architecture
 - Assessments & Permitting
 - Asset Management
 - Asset Rehabilitation & Upgrades
 - AV Engineering
- B**
 - Bridge Inspections & Assessments
 - Bridge Maintenance
 - Buildings Engineering
- C**
 - Campus Planning & Delivery
 - Carbon Footprinting & Accounting
 - Carbon Management
 - Civil Engineering
 - Climate Advisory Services
 - Climate Change Risk Assessment
 - Coastal & Marine Ecosystems
 - Commercial & Cost Management
 - Commercial Order Management Systems
 - Commissioning & Validation
 - Community & Stakeholder Engagement

- D**
 - Community Development
 - Computing Platforms & Advanced Analytics
 - Construction Management & Inspection
 - Data Analytics & Visualisation
 - Detailed Engineering & Design
 - Due Diligence & Consulting
- E**
 - Ecosystem Restoration
 - EHS Compliance
 - Electrical Engineering
 - Energy Audits
 - Environmental Services
 - Environmental, Health & Safety Compliance
- F**
 - Feasibility Studies & Design
 - Flood Resilience
- G**
 - Geospatial
 - Geotechnical Engineering & Materials Testing
- H**
 - Hydrogen Mapping
 - Hydrology & Geochemistry
- I**
 - Industrial & Logistics Consultancy

- L**
 - Information Management Systems
 - Infrastructure Management & Pavement Engineering
 - Intelligent Transportation Systems
 - Land Use Planning
 - Landscape Architecture
 - Licencing
 - Lighting Design
- M**
 - Management & Technology Consulting
 - Material Handling Systems
 - Mechanical Engineering
 - Microgrids & Grid Modernisation
 - Mine Water Treatment
 - Natural Capital & Natural Resource Economics
 - Nature Based Solutions
 - Nutrient Neutrality
 - Numerical Modelling Solutions
 - Operational Readiness
 - Planning, Consenting & Approvals
 - Process Engineering
 - Project & Programme Management
 - Project Planning, Design & Delivery
- R**
 - Research & Benchmarking

- S**
 - Resilient Adaptation & Mitigation
 - Risk Assessments
 - Road User Charging
 - Smart Cities
 - Smart Mobility
 - Strategic Water Resources
 - Strategy & Planning
 - Structural Engineering
 - Surveying & Mapping
 - Sustainability
 - Systems Engineering & Integration
- T**
 - Technical Writing & Editing
 - Traffic Engineering
 - Transmission & Distribution
 - Transport Modelling & Assessment
 - Transport Planning
 - Tunnelling
- U**
 - Urban Planning & Design
- V**
 - Venue Logistics Planning
- W**
 - Waste Logistics & Collection
 - Water networks and treatment
 - Water resources and networks
 - Water treatment

Life at Stantec

Our success is testament to the enthusiasm, dedication and commitment of our people. We are focused on identifying and implementing working practices that promote wellbeing, sustainability, and inclusivity. Through this, we actively support all our people in meeting their career goals, now and in the future.

Work-life balance is much more than managing working hours effectively, it is also about behaviour and understanding that this needs to be encouraged in leadership, individuals and across working practices. The WorkLife Charter sets out the eight work-life values which champion a culture of trust, support, and flexibility.

Building a sense of community is fundamental in everything we do. We host a number of social events throughout the year online and in-person, from quizzes to football tournaments to cycling groups.



CIHT Apprentice of the Year Award shortlist
Jacob Cook ,
Transport Planning Degree Apprentice

“As a STEM Ambassador, I help at careers fairs to inform secondary school students and sixth formers about careers in engineering and transport planning and highlight the benefits of an apprenticeship to inspire the next generation of Transport Planners. I have also designed tasks for secondary school engineering students to help to give them a taster of my day-to-day role as a Transport Planner.”



Stantec in the community

Through donations, sponsorships, and volunteering, we connect with our communities and help strengthen them in meaningful ways.

We also put our focus on equity and diversity partnerships. By 2030, we aim to invest a further \$30 million into community organizations around the globe, taking our total to \$60 million since starting this initiative in 2007.

STANTEC IN THE COMMUNITY WEEK (SITC)

During a worldwide week of community service across the Company, SITC events highlight the local initiatives we are passionate about and the causes we support.

Stantec in STEM

Our large team of enthusiastic STEM (Science, technology, engineering and mathematics) Ambassadors work extensively to support the uptake of STEM subjects in schools. They work to open up a world of opportunities in engineering and built environment careers to young people who may not have thought that this would be for them.

THE BIG BANG FAIR, ENGINEERING UK PARTNERSHIP

We partner with Engineering UK each year to support the Big Bang UK Young Scientists & Engineers Competition. We are proud sponsors and judges of the Stantec Developing Future Communities Award, which allows pupils attending to enter a design that uses science and engineering to help make communities' lives better.

JESSICA WILLIAMS WINS ICE SW STEM AMBASSADOR OF THE YEAR AWARD.

Jessica, an ICE Ambassador, helped run a paper bridge building competition at Torquay Girl's Grammar School, giving pupils the opportunity to engage in engineering-inspired activity, developing teamwork and problem-solving skills.



STANTEC NAMED 'PARTNER OF THE YEAR' AT 2022 LANDAID AWARDS

We are proud to support LandAid, the Property Industry Charity. LandAid unite over 200 organisations from across the sector, working together to bring an end to youth homelessness. In 2022 we raised over £44k through donations, pro-bono work and fundraising.



“When creating content for primary school children I had to think creatively about how to present different career paths into STEM roles in a way which would engage. I really enjoyed the challenge and that it was different to my every-day work and hopefully provided some inspiration!”

Thea Harland, Transport Planner

Create your own career path.

Our apprenticeships are about much more than just gaining a degree. Alongside your college or university course, you'll learn how to put the theory into action; gaining the knowledge, skills and behaviours to become a professional in your chosen field.

Beyond a degree, our apprentices are supported in gaining industry recognised professional accreditations, and in developing their career beyond the apprenticeship. Our well-rounded programme will enable you to build the foundations of a career to be proud of.

Level 6 Apprenticeships are suitable for school leavers aged 18 years or over, looking to gain a degree while also starting their career journey. It requires education up to A-Level or equivalent and lasts approximately 5-6 years as you will be studying part time. This is a great option for those who can't decide between an apprenticeship and university.



**BECOME A
SUBJECT
MATTER
EXPERT AT
STANTEC**



Your Development

In your first days, you will meet your team, and your mentor and attend induction sessions.

You will set up your CPD (Continuing Professional Development) and DAP (Development Action Plan) logs and begin to record your knowledge, skills and behaviours.

Once you've completed both your academic qualification and logged your knowledge, skills and behaviours that demonstrate you can put that learning into action, you'll complete a final review.

Further support is provided via digital learning platforms, group projects, leadership sessions and in-person group activities.

Our [Developing Professionals Group](#) is also a fantastic network to help support your development.



“Since I started my apprenticeship, the Stantec team have been very supportive and given me the opportunity to work with lots of different teams, on a variety of projects. I now have experience with modelling and report writing for the Transport team, detailed AutoCAD drawings for the Civils team and modelling for the Hydrology team. I love that no two days are the same.”

**Eleanor Robinson,
Assistant Transport Planner (former apprentice)**



How will a Stantec apprenticeship benefit me?

EARN WHILST YOU LEARN.

Whichever apprenticeship route you take, your tuition and qualification fees are on us.

BE GUIDED.

Receive mentoring and coaching to support your professional development journey throughout and beyond your apprenticeship.

JOIN OUR EARLY CAREERS COMMUNITY.

The Developing Professionals Group are your ready-made support network.

GET REWARDED.

We have flexible benefit options to suit you. From gym memberships, discounts and buying annual leave, it's your choice.

THIS IS JUST THE START.

Benefit from our bespoke development programme and a full-time contract.

GO GLOBAL.

Those in the early stages of their career are given the chance to develop both technically and professionally and really be part of our global organisation.

“ A major advantage of an Apprenticeship Scheme is that you gain the experience needed to become professionally qualified. I attained my professional engineering status of Incorporated Engineer within a year of completing my degree and I'm now working towards Chartered Engineer.”

Matthew Chandler,
Senior Engineer (former apprentice)



Developing Professionals

Our people are our most valuable asset. In order to walk the talk, more than 20 years ago we created the Developing Professionals Group (DPG) to give employees who are in the early stages of their career the chance to develop both technically and professionally; to meet their colleagues and really be part of our global organization.

The DPG actively works to combine the energy and innovative minds of our developing professionals (DPs) with the wisdom and experience of our company leadership. Since its inception, the group has grown into a global network with members in all corners of the world. The DPG is a truly international network that, in addition to planning regional and local activities, really gives a voice to our DPs.

Bring your authentic self to work

We create opportunity by inviting, embracing, and celebrating differences.

Our UK & Ireland Employee Resource Groups work together on initiatives to create a welcoming, inclusive and supportive environment for all. These groups support the efforts of our Inclusivity & Diversity council.

NB: PWD – Persons with Disabilities. MAVA – Military and Veteran Advocates

“The DPG is a great space to share ideas and learn from each other. This global community of colleagues at different stages of their careers offers a platform for people to grow their network and grow as individuals. I have been able to connect with people across the business and discover new skills. It’s inspired me to take the opportunity to lead the UK&I chapter to support other developing professionals with their career paths. ”

Olohije Akpengbe, Assistant Transport Planner & UK&I DPG Lead



What is Neurodiversity?

Neurodiversity includes Autism, ADHD, Dyslexia, Dyscalculia, Tourette's, Dyspraxia, Delayed Language Development and Acquired Brain Injury.

WHAT ARE WE DOING ABOUT IT?

At Stantec, we set up our Neurodiversity Employee Resource Group (ERG) to celebrate and embrace the unique minds and strengths of our neurodivergent colleagues enabling everyone to be their authentic selves at work. We support those who are diagnosed as, or think they may be, neurodivergent and those with neurodivergent family members seeking support in the UK & Ireland.

WHAT ARE WE DOING TO HELP?

In our newest offices we have created thoughtful and accommodating workspaces and environments. We thought carefully about our choices of colour, furniture, textiles and finishes to create a calm and creative environment, reducing unnecessary additional stimuli.

HOW DOES THIS AFFECT YOU?

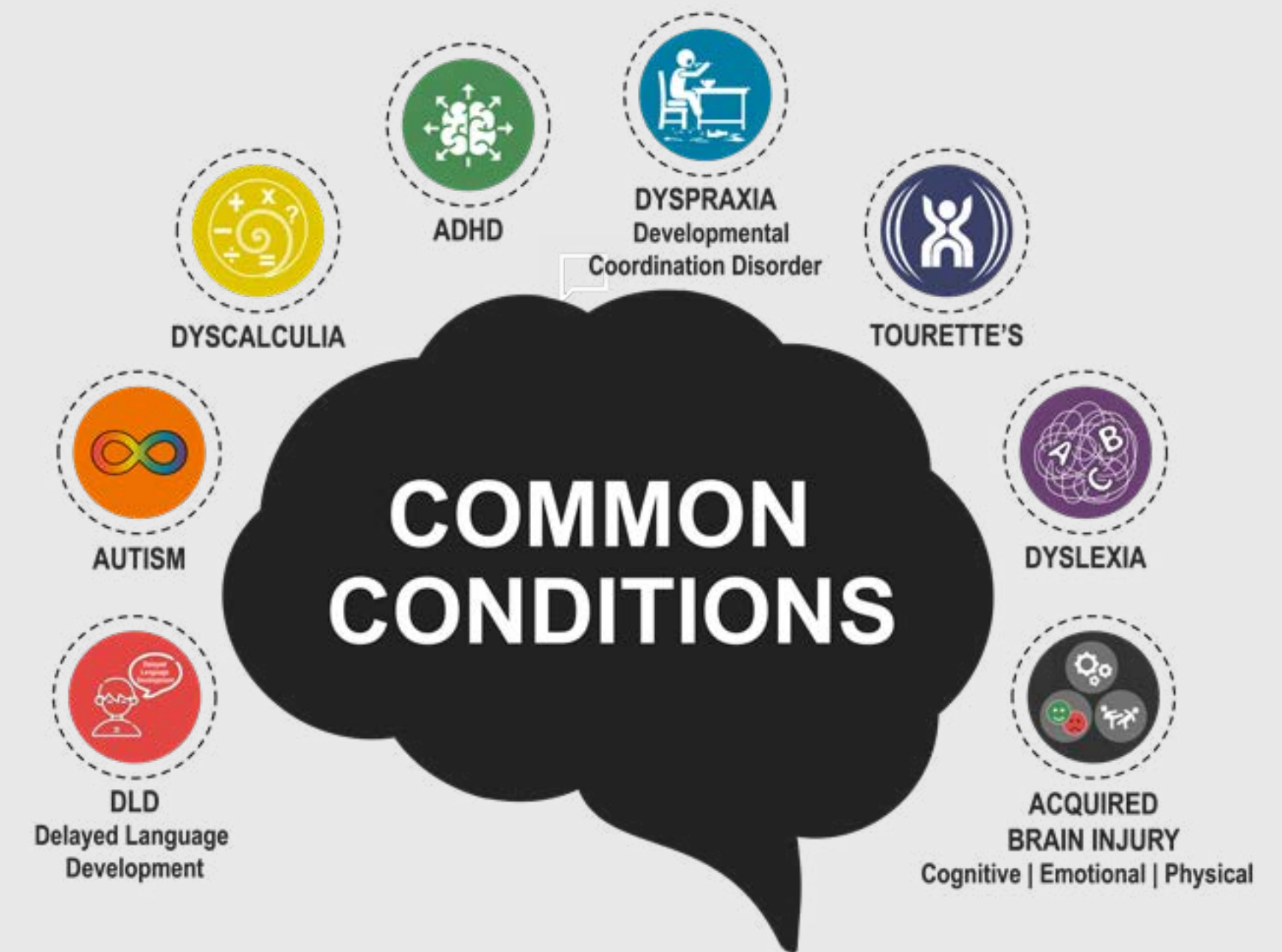
During the application process we can work with you to ensure that you have the best experience possible. This can include making adaptations to the recruitment process to ensure that you have equal opportunities and experiences.

WHAT DO YOU NEED TO DO?

We believe in open, honest conversation. If you need any additional support through the application process please ask our team who will be pleased to discuss this with you.



We are a founding member of Neurodiversity in Business, a new organisation which will function as a business-led industry forum to support neurodivergent individuals in the workplace.



“Our Neurodiversity ERG is a safe space, and employee voice challenging the business. My brain enables me to think, work, and live differently, at Stantec I’ve found a culture that fully embraces the personal side of its people.”

Martin Scragg, Neurodiversity ERG Lead



Aaron Oakes, Civil Technician

Shortlisted for Apprentice of the Year in ACE Consultancy and Engineering Awards.

□ Within the Newcastle Office I have taken an interest in digital delivery. I am responsible for chairing a development team within the hydraulic modelling team which aims to transform some of our working practices into more modern techniques, as well as trying to map out our clients future needs within the industry and get ahead of these.



Ella Azzopardi, Apprentice Structural Engineer

□ I enjoy learning from and working with such a wide range of talented individuals, whether this is from other apprentices in my department or experienced engineers. I also enjoy the exposure I get to other departments my team collaborate with, as it allows me to learn how Stantec work effectively on projects. One day, I hope to become chartered, although I am a long way off yet! For now, I aim to effectively complete my degree and apprenticeship alongside my role, through working on a wide range of projects and learning from those around me.



Vinnie Readfearn, Apprentice Civil Engineer

□ My favourite subject at UTC Leeds was Engineering Design, so I always knew I wanted to work for an engineering design consultancy. Civil engineering involves planning, designing, and solving real life problems – all of which interested me. One of my aspirations is to complete my degree apprenticeship, and then go on to become a Chartered Engineer with the ICE. I also like the idea of working abroad at some point in the future.

Career stories





Kate Kelly, Apprentice Civil Engineer

What attracted me to pursue my career with Stantec was how much they prioritise people, their communities and sustainability. Another thing that attracted me was how focussed they are on Equality and Diversity, this really called out to me being a female going into the engineering industry.



Alex Prance, Technician

My relationship with Stantec dates back to 2015 when I joined as an apprentice. I never had aspiration at the time to go to university but wanted to do some type of engineering. After attending local career fairs, I found Rochdale Training association and Stantec promoting an engineering apprenticeship. I knew that I wanted to join the team in Cardiff. It wasn't just the opportunity to work on some of the most interesting infrastructure and development projects in the United Kingdom—it was the people, especially in the Cardiff Office.



Shungu Lokanga, Apprentice Civil Engineer

My ambitions are to successfully complete my degree and apprenticeship and develop my network of colleagues to build connections to better support my growth. Post degree I aim to become chartered to enhance my career prospects as well as demonstrate my skills and knowledge within my profession. I want to be multidisciplinary so that I can specialise across different sectors, giving me opportunities to work on a variety of projects with different scopes which allows me to help develop new ideas and solutions.

Career stories



Apprentice Application Process



Before you apply, adapt your CV and cover letter to suit the role you're interested in.

To stand out in your application, show a keen interest in the discipline/industry and highlight any relevant experience, including any paid and voluntary roles.

It's also a great opportunity to include any roles or groups you were involved in inside and outside of school or college, for example a local sports club or community group.

Apply here

If successful, we will invite you to complete an online video interview and relevant online assessments.

The video interview is an opportunity for you to showcase your interests and passions for your chosen career path, so relax and let your personality shine through!

The final stage is an interview with the hiring manager and another team member. It could be in person at one of our offices or online via video call.

This is a chance for you to go into more depth about what you're passionate about, your studies, and any work experience that is relevant to the role you applied for.

As much as it's about us finding out about you, it's an opportunity for you to find out more about the team and the day-to-day of the role, so please come prepared with questions!

If successful, we will call you to discuss your offer and send you an official contract.

“When I applied to Stantec, I was able to understand the job role I was going for from the job advert and then any follow-on questions were answered in the telephone interview. Although I was a bit nervous for the interviews, I was well informed with next steps and progression going forward.”

Shungu Lokanga, Apprentice in our Utilities Team



Our top 5 tips for your application

1

RESEARCH STANTEC.

Have a look at our website and social media pages to understand what sort of projects we get involved in and how we design with community in mind.

2

SHOW YOUR AUTHENTIC SELF.

Our success is built on our people, so we want to know the real you. Sharing your interests and hobbies outside of work helps us understand what motivates and inspires you.

3

MAKE SURE YOU ANSWER THE QUESTION.

There are no trick questions, and there are no wrong answers. When you answer a question, have a think about a situation, in or outside of school or college, that you can apply to your answer. For example, how you worked as a team in a club or educational project.

4

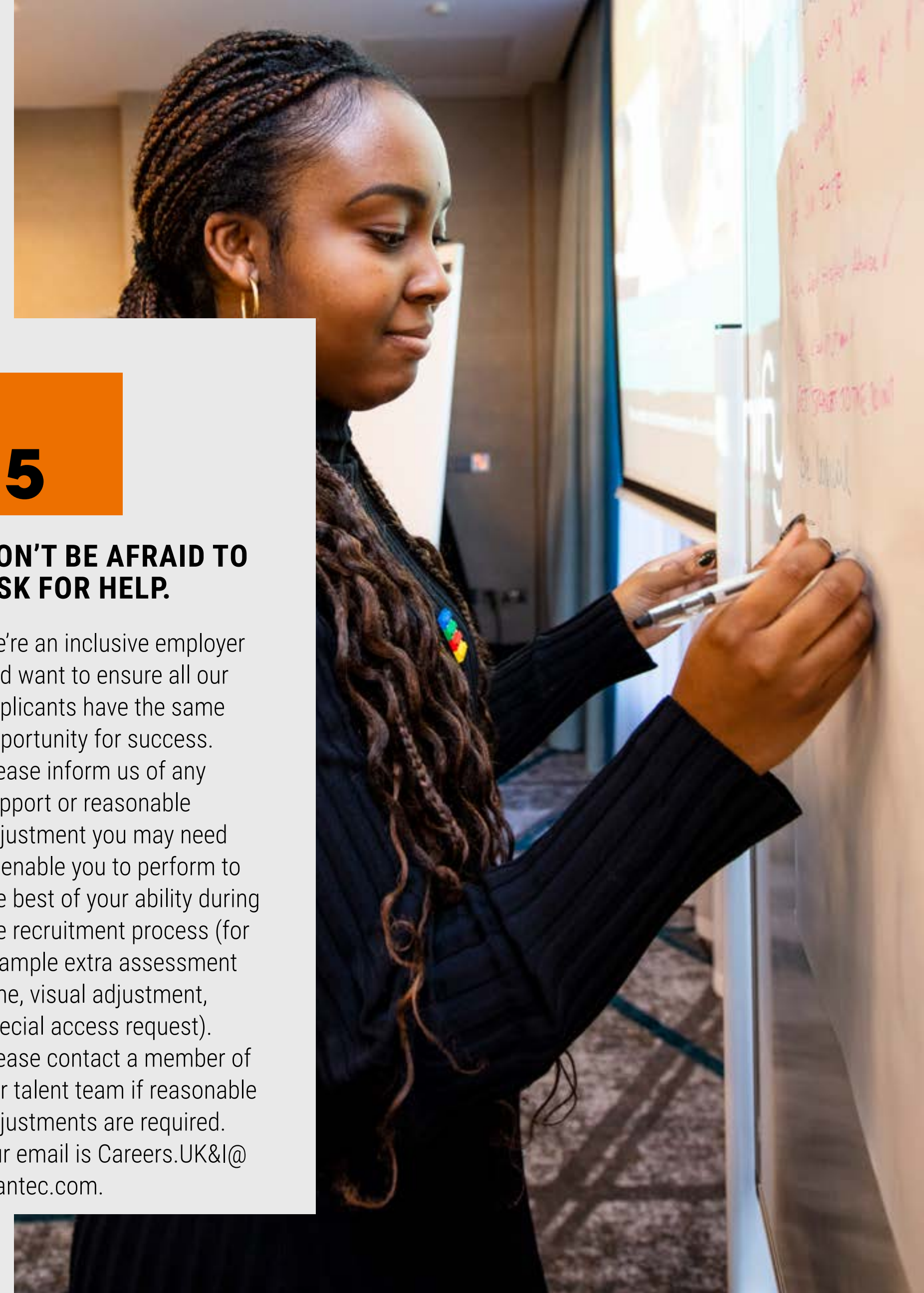
FOCUS ON WHAT MAKES YOU UNIQUE.

No two applicants are the same. We all have different skills and personalities to bring to the role, so have a think about what makes you, you.

5

DON'T BE AFRAID TO ASK FOR HELP.

We're an inclusive employer and want to ensure all our applicants have the same opportunity for success. Please inform us of any support or reasonable adjustment you may need to enable you to perform to the best of your ability during the recruitment process (for example extra assessment time, visual adjustment, special access request). Please contact a member of our talent team if reasonable adjustments are required. Our email is Careers.UK&I@stantec.com.



Major infrastructure projects across UK and Ireland include:



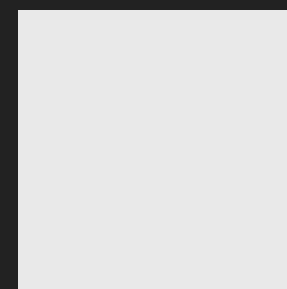
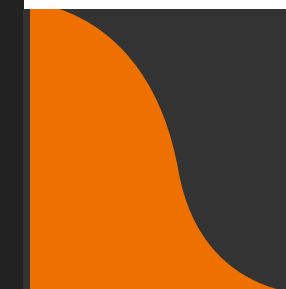
Join us in delivering transformative major infrastructure projects

We believe major infrastructure programmes should deliver real social value and economic development outcomes to the communities they serve.

At Stantec, we are proud to have worked on some of the biggest and most transformative infrastructure projects across the globe that address climate change, economic development, social inequality, adaptability and resilience.

We deal with today's challenges, but also keep a fairer, better tomorrow in sight, looking at how we deliver clean growth, support radical changes in our economy and meet the needs of future communities.

Join a team that designs with community in mind.



Find out more

Climate Solutions >

We know our greatest influence on improving climate outcomes stems from the creative, innovative, and integrated Climate Solutions we provide to our clients and communities.

Digital (Stantec.io) >

Our experts are working with digital solutions teams to develop creative, technology-forward approaches.

Energy Transition >

Helping to ease our energy sector's evolution into a resilient, sustainable future.

Inclusion & Diversity >

Leading with inclusion brings our work to the next level.

Employee Benefits >

Competitive and flexible, our benefits focus on your wellbeing as a Stantec employee.

Our Locations >

Take a look at all of our offices throughout the UK and Ireland.

Visit www.stantec.com/uk/careers

Connect with us



Contact us for more information -
careers.UK&I@stantec.com

Tel: +44(0) 1925 845000

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